

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30				1. REQUISITION NUMBER W81EYN32183535		PAGE 1 OF 128	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER DACW09-03-T-0015	
7. FOR SOLICITATION INFORMATION CALL:		a. NAME OLGA L JIMENEZ		b. TELEPHONE NUMBER (No Collect Calls) 213/452-3238		6. SOLICITATION ISSUE DATE 03-Sep-2003	
9. ISSUED BY CONTRACTING DIVISION PO BOX 532711 LOS ANGELES CA 90053-2325 TEL: FAX:		CODE DACW09		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED <input checked="" type="checkbox"/> SET ASIDE: 100% FOR <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> SMALL DISADV. BUSINESS <input type="checkbox"/> 8(A) SIC: 8999 SIZE STANDARD: \$5.0		11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE 13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) 13b. RATING 14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO SEE SCHEDULE		CODE		16. ADMINISTERED BY CODE			
17a. CONTRACTOR/ OFFEROR FACILITY CODE		CODE		18a. PAYMENT WILL BE MADE BY CODE			
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER		18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM					
19. ITEM NO.		20. SCHEDULE OF SUPPLIES/ SERVICES		21. QUANTITY		22. UNIT	
		SEE SCHEDULE				23. UNIT PRICE	
						24. AMOUNT	
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT	
<input checked="" type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4, FAR 52.212-3, 52.212-5 ARE ATTACHED.						ADDENDA <input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4, FAR 52.212-5 IS ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 2 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.				29. AWARD OF CONTRACT: REFERENCE <input type="checkbox"/> OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)		31c. DATE SIGNED	
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED		31b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT) TEL: EMAIL:			
32a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED				33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		34. VOUCHER NUMBER	
						35. AMOUNT VERIFIED CORRECT FOR	
32b. SIGNATURE OF AUTHORIZED GOVT. REPRESENTATIVE		32c. DATE		36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		37. CHECK NUMBER	
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT				38. S/R ACCOUNT NUMBER		39. S/R VOUCHER NUMBER	
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE		42a. RECEIVED BY (Print)		40. PAID BY	
				42b. RECEIVED AT (Location)			
				42c. DATE REC'D (YY/MM/DD)		42d. TOTAL CONTAINERS	

AUTHORIZED FOR LOCAL REPRODUCTION

STANDARD FORM 1449 (10-95)
Prescribed by GSA
FAR (48 CFR) 53.212

Section SF 1449 - CONTINUATION SHEET

THE GOV'T P.O.C. FOR TECHNICAL QUESTIONS IS GREGORY PEACOCK. HE CAN BE REACHED AT (213) 452-3536.

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001					

FFP
 METEOROLOGICAL MONITORING AND FORECASTING SERVICES FOR
 THE WATER CONTROL MANAGEMENT FUNCTION OF THE CORPS OF
 ENGINEERS, LOS ANGELES DISTRICT. ALL WORK TO BE DONE IN
 ACCORDANCE WITH THE SCOPE OF WORK, CLAUSES, WAGE RATES,
 SOURCE SELECTION EVALUATION PLAN, AND ENCLOSURE 1-11.
 SERVICES ARE FOR THE PERIOD OF: 18 SEP 2003 THRU 17 SEP 2004
 WITH AN OPTION PERIOD OF 12 MONTHS.
 PURCHASE REQUEST NUMBER: W81EYN32183535

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AA		12	Months		

METEOROLOGICAL SERVICES FOR
 FFP
 (LACDA) LOS ANGELES COUNTY DRAINAGE AREA
 PURCHASE REQUEST NUMBER: W81EYN32183535

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AB		12	Months		

METEOROLOGICAL SERVICES
 FFP
 SANTA ANA RIVER
 PURCHASE REQUEST NUMBER: W81EYN32183535

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AC	METEOROLOGICAL SERVICES FFP ALAMO DAM PURCHASE REQUEST NUMBER: W81EYN32183535	12	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AD	METEOROLOGICAL SERVICES FFP PAINTED ROCK DAM PURCHASE REQUEST NUMBER: W81EYN32183535	12	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	12 MONTH OPTION FFP FOR THE PERIOD OF: 20 SEP 2004 THRU 19 SEP 2005 PURCHASE REQUEST NUMBER: W81EYN32183535				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AA		12	Months		
OPTION	METEOROLOGICAL SERVICES FFP (LACDA) LOS ANGELES COUNTY DRAINAGE AREA PURCHASE REQUEST NUMBER: W81EYN32183535				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AB		12	Months		
OPTION	METEOROLOGICAL SERVICES FFP SANTA ANA RIVER PURCHASE REQUEST NUMBER: W81EYN32183535				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AC		12	Months		
OPTION	METEOROLOGICAL SERVICES FFP ALAMO DAM PURCHASE REQUEST NUMBER: W81EYN32183535				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AD		12	Months		
OPTION	METEOROLOGICAL SERVICES FFP PAINTED ROCK DAM PURCHASE REQUEST NUMBER: W81EYN32183535				

NET AMT

VERY IMPORTANT NOTICE TO ALL BIDDERS

The Central Contractor Registration system is a central repository of all companies and agencies wanting to do business with DoD. These companies and agencies **Must** be registered and validated in **CCR prior to award** of any contract, basic agreement, basic ordering agreement, or purchase order.

A major benefit for your company to be registered with the **CCR** is to increase your worldwide visibility to DoD for your specific goods and services. Also, the **CCR** database will be used by DoD to verify your data and EFT capability for receiving payments. Please take a few moments to visit the CCR database website at: <http://www.ccr.dlis.dla.mil> and register your company or call their help line at: (888)227-2423.

If a DUN & BRADDTREET number is needed please call (800)333-0505.

SCOPE OF WORK

METEOROLOGICAL SERVICES: MONITORING AND FORECASTING

1. AREA OF APPLICATION: Los Angeles District (boundaries shown on enclosure 1) including all watersheds, streams, and reservoirs.
2. ITEM: Meteorological services for Los Angeles District: Monitoring and Forecasting.
3. AUTHORIZATION:
 - 3.a. Flood Control Acts of 22 June 1936 and 28 June 1938.
 - 3.b. EM 1110-2-3600 (Sections 6-3 and 8-5), "Management of Water Control Systems," dated 30 November 1987.
 - 3.c. ER 500-1-1 (Chapter 7), "Natural Disaster Procedures," dated 21 December 1984.

4. DESCRIPTION OF WORK AND SERVICES REQUIRED: The Contractor shall provide all meteorological monitoring and forecasting services necessary for the Water Control Management function of the Corps of Engineers, Los Angeles District.

5. SERVICES REQUIRED: The Contractor shall perform the work and services as follows:

5.a. Daily Weather Briefing. By 0800 of every day, the Contractor shall provide a weather briefing to the District. The weather briefing shall be as described in Section 6

5.b. Monitoring Weather Conditions and Weather Updates. The Contractor shall monitor the weather on a continuous basis for meteorological conditions that may require the operation of flood control projects within the Los Angeles District. When precipitation rates are expected to exceed 0.1 inch/hour within the Southern California portion of the Los Angeles District, the Contractor shall provide, as a minimum, updated weather briefings by 1300 and 2100 each day. If the 0800 briefing contains precipitation forecasts exceeding 0.1 inch per hour and the forecast has fallen below that amount, the contractor shall provide an updated briefing. The Contractor shall also provide any additional weather briefings required to keep the District informed of changing weather conditions occurring within the entire District. The lack of weather briefing updates by the Contractor will be construed by the District to mean that the Contractor confirms that the previous weather briefing is still valid, and that precipitation rates greater than 0.1 inches per hour are not expected at any of the project areas within Southern California for the next 24 hours. The weather briefings shall be as described in Section 6.

5.c. Long-Range Outlooks. Prior to the beginning of each calendar month, the Contractor shall provide a thirty (30) day outlook of precipitation for all portions of the Los Angeles District. Prior to 15 November of each year, the Contractor shall provide a narrative describing the Contractor's best estimate of precipitation conditions throughout the Los Angeles District for the upcoming winter.

6. DESCRIPTION OF WEATHER BRIEFINGS

6.a. Briefing of the District.

6.a.i. Oral and written briefings are required. The contractor shall be available for oral briefings whenever there is an active forecast in which the precipitation rate is expected to equal or exceed 0.1 inches per hour. Therefore oral briefings at late night or early morning hours may be occasionally required to update Reservoir Regulation Section staff. The oral briefing can be either face-to-face or by telephone. At the request and discretion of the Reservoir Regulation Section, the written briefing shall be made available to Reservoir Regulation Section in all, or any combination of the following methods: (1) posting to a publicly accessible web site supporting Hypertext Transfer Protocol (HTTP) standards allowing automatic retrieval utilizing standard Java URL class methods, (2) transfer to a specified Los Angeles District-operated FTP server utilizing File Transfer Protocol (FTP) standards, and (3)

transfer via telephone facsimile to a facsimile device specified by the Reservoir Regulation Section.

6.a.ii. The written briefing will be in the form of a Significant Weather & Quantitative Precipitation Forecast (SW/QPF). The SW/QPF shall consist of three sections: 1) a quantitative precipitation forecast (QPF), 2) a weather satellite map, and 3) text describing weather conditions, contributing factors, watershed runoff conditions, extended forecast (one-week outlook) and additional remarks.

6.a.ii.(1) In the QPF section (example shown as enclosure 2):

6.a.ii.(1)(a) Forecast and outlook precipitation amounts shall be entered for each drainage basin or area of the Los Angeles District that is significant to reservoir regulation and emergency management. Normally, entries for the eight (8) Los Angeles County Drainage Area (LACDA) and the nine (9) Santa Ana River sub-basins shall be made. A map showing the eight (8) LACDA sub-basins is included as Enclosure 3. A map of the nine (9) Santa Ana sub-basins is included as Enclosure 4. Other basins for which entries shall be made, when pertinent, include drainages in Santa Barbara, Ventura, and San Diego Counties; Las Vegas and vicinity; the drainage above Alamo Dam; and as many of the eight (8) Salt, Verde, and Gila River drainages above Painted Rock Dam as are necessary to accurately define the Gila River basin precipitation. Drainage boundaries are shown on enclosures 5 through 10.

6.a.ii.(1)(b) The smallest required time increment of forecast periods is 1 hour. As determined by the government, the time interval may vary from 1 to 12 hour intervals. The time interval of the outlook columns shall be 5 days. SW/QPFs shall be updated as necessary to ensure an accurate forecast based on currently known meteorologic conditions during significant storm and flood events. Generally between three and four SW/QPFs are needed during a wet 24- hour period.

6.a.ii.(1)(c) A qualitative description of the reliability and potential variability of the forecast will be included as part of each SW/QPF.

6.a.ii.(1)(d) Precipitation amounts in the forecast and outlook columns shall be entered in tenths of an inch. Any forecast or outlook amount of zero precipitation (when rounded to the nearest tenth of an inch) shall be left blank.

6.a.ii.(1)(e) Snow levels, in thousands of feet above sea level (rounded to the nearest one thousand (1,000) feet), shall be entered for the existing snow line conditions, as well as for any forecast or outlook precipitation. The number 0 shall be used if snow is forecast to fall below 500 feet. If no precipitation is expected to fall during a particular time interval throughout the region listed, then the snow level entry shall be left blank.

6.a.ii.(1)(f) When the SW/QPF has been prepared for reasons other than the 8:00 am report or forecast of quantitative precipitation (e.g., for locally heavy thunderstorm precipitation, with no significant basin-wide average precipitation) then the tabulated listings in the QPF section may be omitted.

6.a.ii.(2) A weather satellite map pertinent to the current or forecast weather conditions shall be part of each SW/QPF. The cities of Los Angeles, Las Vegas, Phoenix, plus the District boundaries, shall be indicated on each map. An example of such a satellite map is included in Enclosure 11. The map shall be annotated to show significant weather systems, air masses, fronts, etc., and their intensities and movement (speed and direction).

6.a.iii. The oral briefing will be a description of the written briefing.

6.a.iv. Each SW/QPF shall be transmitted or made available to the Reservoir Regulation Section as described in Paragraph 6.a.i. in the following forms:

6.a.iv.(1) The descriptive text and precipitation amounts shall be transmitted or made available to the Water Control Data System computer as an ASCII text file. The text file shall be in a fixed format approved by Reservoir Regulation Section. This precipitation forecast may be used directly as input for real-time runoff forecasting models. This shall be required each time a new SW/QPF is issued, and

6.a.iv.(2) the forecasted precipitation amounts and date/time of rainfall excluding descriptive text shall be transmitted or made available to the Water Control Data System as a second, separate ASCII text file in a simplified fixed format approved by Reservoir Regulation Section. This precipitation forecast may be used directly as input for real-time runoff forecasting models. This shall be required each time a new SW/QPF is issued, and

6.a.iv.(3) the weather satellite map shall be transmitted or made available to the Water Control data System in a standard graphic file format (e.g. jpeg) approved by Reservoir Regulation Section. If the Reservoir Regulation Section requests it, the weather satellite map shall be transmitted by FAX even if it has been made transmitted or made available by other electronic means.

6.a.iv.(4) If there is a failure in the power lines or a malfunction in the equipment, it is up to the Contractor to ensure the delivery of the product as deemed suitable by the Reservoir Regulation Section. The text and weather satellite map shall be hand delivered directly to the Reservoir Regulation Section. The SW/QPF shall be transmitted or made available to the Water Control Data System as soon as the equipment is operational again.

7. PERIOD OF SERVICE: The Contractor shall perform the work and services beginning at the award date of this Contract. The contract period shall be for one (1) year with an additional 1-year option to be exercised at the discretion of the government.

8. REVIEWS AND SUBMITTALS: The project shall have one (1) review each year:

8.a. Review Conference: The review conference shall be held at the Los Angeles District within ninety (90) days of the beginning of service; the exact date and time shall be mutually agreed upon by the Contracting Officer and the Contractor. At this time, all work to date by the Contractor shall be reviewed and discussed. Requirements of the Contractor shall be

discussed.

9. ITEMS AND DATA TO BE FURNISHED BY THE CORPS OF ENGINEERS:

9.a. The Corps of Engineers shall make available to the Contractor:

9.a.i. Access to an Internet accessible FTP server. The use of this FTP server shall be limited to transferring weather forecasts to the Corps of Engineers. The methods by which the Contractor can access this FTP server shall be through the Internet from a terminal or personal computer supplied by the Contractor, with all telephone line and network access charges assumed by the Contractor.

9.a.ii. Information from related studies, design memoranda, and other pertinent available data in the Corps of Engineers, Los Angeles District files which may contribute to the accomplishment of tasks outlined in this Scope are to be reviewed, as necessary by the Contractor in the Los Angeles District office. Individual items may be checked out, if needed, with the approval of the Contracting Officer; and all such items are to be returned to the Los Angeles District office as soon as possible, and in no case later than termination of services by the Contractor. The materials include, but are not limited to:

9.a.ii.(1) Corps of Engineers publications:

9.a.ii.(1)(a) Water Control Handbook, Los Angeles District reservoirs, Los Angeles District, latest edition.

9.a.ii.(1)(b) Water Control Manuals for Los Angeles District reservoirs, as available.

9.a.ii.(1)(c) Storm Studies of historical Los Angeles District precipitation events.

9.a.ii.(2) Publications by the United States Geological Survey, the State of California, county flood control districts, and other publications on file in the Los Angeles District office:

9.a.ii.(2)(a) NOAA Atlas 2 and related oversize precipitation frequency charts.

9.a.ii.(2)(b) Mean annual precipitation charts.

9.a.ii.(2)(c) Climatological Data, Hourly Precipitation Data, and related publications.

9.a.ii.(2)(d) U.S. Geological Survey Water Resources Data publications.

9.a.ii.(2)(e) State of California precipitation frequency publications.

9.a.ii.(2)(f) County flood control district annual/biennial data.

9.a.ii.(2)(g) Publications on probable maximum precipitation.

10. DEVIATION FROM THE SCOPE:

10.a. The Contractor shall not incorporate into this project any instructions received (in writing or orally) directly from personnel at any of the dam facilities, at the Corps of Engineers Base Yard, or other Corps of Engineers offices, without written approval from the Contracting Officer. The coordination with others of the forecast and other services provided by the Contractor is the responsibility of the Chief, Reservoir Regulation Section, Los Angeles District, Corps of Engineers. All contacts made by the Contractor to the Corps of Engineers shall be with the Contracting Officer or staff of the Reservoir Regulation Section, Los Angeles District.

10.b. The Contractor shall not depart from, or perform beyond, the Scope and criteria on which this Scope is based without the written direction of the Contracting Officer.

11. PROJECT MANAGEMENT:

11.a. The Contractor shall name and assign a responsible meteorologist as Project Manager. The Project Manager shall maintain a project file to contain all correspondence and criteria pertinent to this project and this Scope.

11.b. Representatives of the Reservoir Regulation Section, Los Angeles District, may visit the Contractor's office at any time during the contract for the specific purpose of examining the progress of the work and to resolve any questions the Contractor may have concerning the forecasts provided.

12. OTHER REQUIREMENTS:

12.a. Subcontractors: The Contractor shall not enter into any subcontracts without prior written approval of the Contracting Officer.

12.b. Responsibility for Field Work: The Contractor shall be responsible for all damages to persons and property that occur as a result of the Contractor's fault or negligence in connection with field work, and shall save and hold the Corps of Engineers free from all claims and suits arising from such damages.

12.c. Release of Data: All data, reports, and materials relative to this Scope are the property of the Corps of Engineers and will not be released by the Contractor, subcontractors, or employees on temporary duty, without written approval of the Contracting Officer.

13. PAYMENTS The Contractor shall be paid monthly.

SOURCE SELECTION EVALUATION PLAN
REQUEST FOR PROPOSAL NO. [DACW09-03-T-0015](#)

LOS ANGELES DISTRICT
US ARMY CORPS OF ENGINEERS

1. INTRODUCTION. This plan establishes the criteria and methodology to be used in the evaluation of proposals received in response to the Request For Proposal (RFP) [DACW09-03-T-0015](#). This Source Selection Evaluation Plan will be used to facilitate the award of a meteorological monitoring and forecasting services contract to support the Water Control Management function of the Corps of Engineers, Los Angeles District

2. REQUEST FOR PROPOSALS. The solicitation contains specific information that must be furnished with the proposal and identifies evaluation criteria that will be used in evaluating proposals received.

3. RECEIPT OF PROPOSALS. The RFP will list those items that must be submitted with the proposal. Proposals submitted in response to the RFP must arrive at the place designated in the RFP for receipt of such proposals prior to the time and date established. There will not be a public opening. Proposals will be recorded as received and opened by the Contracting Division Source Selection Board Member, who will then review each proposal for general conformance to the RFP. All apparently conforming proposals will be furnished to the Source Selection Evaluation Board (SSEB) for technical evaluation excluding "Volume IV - Pricing," which will be retained by the Contracting Division Representative. A price analysis will be conducted separately from the technical evaluation.

4. RESPONSIBILITIES AND DUTIES:

a. Source Selection Authority. [Pat Bonilla](#) is designated as the Source Selection Authority (SSA) for this solicitation. The SSA is responsible for the proper and efficient conduct of the entire source selection process encompassing proposal solicitation, evaluation and selection, and contract award. The SSA shall select the source for award and approve execution of the contract. The SSA shall also:

(1) Review and approve the Source Selection Evaluation Plan (SSEP) including any special instructions or guidance regarding solicitation provisions and objectives.

(2) Review the solicitation to assure that it properly reflects the needs of the Government, and contains requirements for information sufficient for evaluation; the relative importance of evaluation factors; and the basis for the source selection decision (basis of award).

(3) Ensure the evaluation of proposals is consistent with the SSEP and the requirements of the solicitation.

(4) Determine the source selection organizational structure and appoint a qualified individual to the position of the SSEB Chairperson.

(5) Define the level of the Program Manager/functional proponent personnel in the source selection process.

(6) Provide the SSEB with guidance and special instructions for conducting the evaluation and selection process.

(7) Approve the Contracting Officer's competitive range determination to exclude offerors from the competitive range at any point in the evaluation and decision process based on the criteria established in Section 00110 of the solicitation.

(8) Request approval from the PARC for second or subsequent proposal revisions.

(9) Ensure conflicts of interest or the appearance thereof do not exist.

(10) Ensure that there is no premature or unauthorized disclosure of proprietary or source selection information.

(11) Make the final source selection decision and document the supporting rationale before a contract award is made or announced.

(12) While the SSA may use reports and analyses prepared by others, the source selection decision shall represent the SSA's independent judgment. The source selection decision shall be documented and the documentation shall include the rationale for any business judgmental and tradeoffs made or relied on by the SSA.

b. Contracting Officer. [Pat Bonilla](#) is the Contracting Officer assigned to this acquisition. The Contracting Officer shall:

(1) Ensure that the Source Selection Evaluation Plan (SSEP) meets the requirements of the Federal Acquisition Regulation (FAR), the Department of Defense Federal Acquisition Regulation Supplement and the Army Federal Acquisition Regulation Supplement (AFARS).

(2) Serve as the focal point for any communication between the Government and potential offerors.

(3) Oversee preparation of the solicitation and contract, preparation of the Prenegotiation Objective Memorandum, award of the contract and any other requirements specified in the acquisition regulations.

(4) Make the determination of the competitive range or the determination to exclude offerors from the competitive range at any point in the evaluation of selection process, based upon information provided by the SSEB.

c. Chairperson: The Chairperson of the SSEB shall:

(1) Prescribe the evaluation and rating procedures, and the methods by which an overall evaluation assessment is achieved. The rating system shall be structured to identify the significant

strengths, weaknesses, deficiencies, and risks associated with each offer to make it easier to distinguish significant differences between offers.

(2) Assure that all SSEB members are appropriately trained prior to receipt of proposals. The training shall include the source selection process and roles of the participants, procurement integrity, the requirement of the solicitation, the source selection evaluation plan, and documentation requirements.

(3) Ensure that the SSEB members understand the factors and the standards for the evaluation of proposals so that there is a uniform approach in the rating effort.

(4) Respond to the guidance and special instructions of the SSA.

(5) Provide briefings and consultation, as may be required by the SSA.

(6) Ensure the adequacy and overall quality of the narrative justification for the evaluation results.

(7) Require the assigned members to attend any and/or all meetings and conferences of the board, assign work necessary to accomplish its mission, and relieve members from assignments in the event of a demonstrated emergency or other just cause.

(8) Plan and supervise the security requirements of the SSEB and work site as well as the requirements to protect defense and other sensitive information (i.e., classified, source selection, proprietary information).

(9) Oversee the briefing of new members regarding their duties.

(10) Establish the agenda and the schedule for SSEB and Meetings.

(11) Coordinate the work of technical, financial, management, past performance and small business utilization (if appropriate) teams so that the interface and trade-off possibilities between technical, financial management, past performance, and small business utilization performance (if applicable) are adequately evaluated.

(12) Ensure that the mission of the principal review teams and their sub-teams are clearly expressed, using written charters when needed.

(13) Obtain clarification of factors and rating methods from the SSA, as necessary.

(14) Isolate policy issues and major questions requiring decision by the SSA.

(15) Provide the Contracting Officer with a list of errors, omissions, needed clarifications, deficiencies, and other items for negotiations.

(16) Supervise the preparation of documentation to support evaluation findings, such as the deliberations and conclusion of SSEB meeting to assure it is clear, logical, and concise.

(17) Request a debriefing of the Source Selection Evaluation Board prior to the dismissal of members to allow for a briefing of the Source Selection Authority or their designated representative on the findings of the Source Selection Evaluation Board.

(18) Prepare a Lessons Learned Report and obtain SSA approval prior to its release.

d. Source Selection Evaluation Board. (SSEB). The Board will be comprised of or advised by qualified Registered Engineers/Architects, Construction Technical Managers, Construction Office Project Engineers, Contracting Personnel, Deputy for Small Business or their authorized representatives, Legal Counsel, Estimators, and other experts as needed. The Board is responsible for reviewing the information submitted with each proposal, and for evaluating each proposal in accordance with the RFP and the Source Selection Plan. Voting members will participate in the technical evaluation of each proposal received. Non-voting members will act in an advisory capacity. There will be no observers. Additional non-voting advisory personnel may be appointed to aid in the evaluation of selected elements of the proposal at the discretion of the Chairperson. A simple majority of voting members, together with the Chairperson, will constitute a quorum for transaction of business. The Chairperson and Voting Board Members will make final selection recommendation(s) prior to submittal to the SSA. The Source Selection Evaluation Board shall be comprised of the following members:

Members: Voting

Name	Title	Office Symbol	Telephone No.
Gregory Peacock	Hydraulic Engineer	CESPL-ED-HR	(213) 452-3536
Brian Tracy	Supv. Hydraulic Engineer	CESPL-ED-HR	(213) 452-3527
Melvin Meneses	Hydraulic Engineer	CESPL-ED-HR	(213) 452-3530
Pat Bonilla	SSA/Contracting Officer	CESPL-CT-W	(213) 452-3255
Member: Non-voting	Purchasing Agent	CESPL-CT-W	(213) 452-3238

5. PRECEDENCE OF BOARD DUTIES/TRAINING. Source Selection Evaluation Board duties shall take precedence over normal job assignments. SSEB members must obtain prior approval from the SSEB Chairperson for any absence from any scheduled board meeting. Strict adherence to the above procedure is mandatory. Prior to commencement of the proposal evaluation, the Source Selection Board will meet to review this plan and familiarize themselves with its content and scoring system. The SSEB supporting members and advisors will receive instruction in the following areas:

- a. Knowledge of the function and reason for the work involved.
- b. Security procedures dictated by the FAR.
- c. Familiarity with the elements of the RFP and the evaluation criteria.

d. Procedures for evaluation and documentation of findings on technical, experience and management proposals.

6. CONFIDENTIALITY. All Source Selection Participants are required to sign a Confidentiality Statement certifying that no information concerning the proposals, the deliberations of the Source Selection Evaluation Board (SSEB), or any information contained in the proposals will be released to anyone not authorized by the Source Selection Official. Source Selection documents shall be secured at all times. It is important to maintain the integrity of the evaluation process by the boards members identified in the approved plan as modified by the SSA. In order to fully protect this information, the following restrictions apply:

- a. After receipt of initial proposals, there will be no contact with offerors made by Board members except through the Contracting Officer or their designated representative.
- b. The contents of the proposal, to include the number or identity of offerors, cannot and shall not be released. All documents shall remain secured in the Evaluation Board work area and/or under the Chairperson's control, when not being reviewed. Any review effort shall be confined to the area designated as the SSEB work area and shall be accomplished in the presence of the SSEB Chairperson. Proposals shall not be removed from the designated SSEB work area to individual SSEB members work areas at any time. The exception to this is the price proposal(s), which shall remain under the control of the Contracting Division Representative to the SSEB.
- c. All documents shall be returned to the Contracting Division Representative upon completion of the evaluation process. Copies shall not be reproduced or retained by any individual or retained in any central file system outside of the Contracting Division.
- d. These restrictions are essential to maintain the integrity of the procurement process. Not adhering to these guidelines may result in cancellation of the solicitation and/or penalty.
- e. In addition, unauthorized release of source selection information may constitute a violation of Federal Procurement Policy Act.
6. **EVALUATION CRITERIA.** Evaluators shall assess the proposals' acceptability compared to the requirements of the RFP. As established in the RFP, the proposal will be given an "acceptable" or "unacceptable" rating. Pricing of the "acceptable" rated firm will determine award. The SSA shall determine whether cost information will be provided to the SSEB, when and what information shall be provided and under what conditions. Proposal evaluation is an assessment of the proposal and the offeror's ability to perform the resultant contract successfully. Proposals will be evaluated and supported by narratives, to identify strengths, weaknesses, and any deficiencies of the proposed approach in each proposal.

EVALUATION CRITERIA

Factors	Rating	
	Acceptable	Unacceptable
Volume I: Technical Capability <u>Description</u> - The offeror shall provide information describing staff education, significant weather and quantitative precipitation forecast (SW/QPF) experience, experience forecasting in Los Angeles District geographic area, and other qualifications such as education, teaching, and research. <u>Acceptable rating</u> - Information provided by the offeror indicates that proposed personnel have sufficient meteorological education and a minimum of 5-years experience forecasting weather for the Los Angeles District (LAD) geographic area.		
Volume II: Plan to Perform Required Services <u>Description</u> - Describe plans and processes for preparing timely and accurate SWS/QPFs in support of LAD water management responsibilities. Include description of proposed weather briefing materials and presentation of weather forecast products to LAD. Describe plans to provide long-range outlooks of precipitation in LAD.		

<p><u>Acceptable rating</u> - The offeror submitted a plan for preparing and transmitting weather forecasts that meets the briefing requirements detailed in the scope of work. The proposed schedule for providing and updating weather briefings is acceptable. The proposed briefing materials are of reasonable quality and clarity.</p>		
<p>Volume III: Resources</p> <p><u>Description</u> - Describe methods used to collect and process meteorologic and hydrologic data including descriptions of computer facilities and data sources. Describe communication facilities and capabilities and plan to transmit information to LAD. Include description of contingency plans for transmitting weather products to LAD in the event of Internet, telephone, or power outages. Provide information on number of fulltime staff, reliance or lack of reliance on subcontractors, and description of plan to provide 7-day/24-hr service when required</p> <p><u>Acceptable rating</u> - Information submitted by the offeror indicates that they have ready access to the meteorologic and hydrologic data necessary for the preparation of accurate and timely SW/QPFs. The communication facilities are sufficient to provide reliable service. Contingency plan is viable. Staffing is sufficient to provide 7-day/24-hr service during storm periods.</p>		
<p>Volume VI: Pricing (Large Businesses will include Small Business Subcontracting Plan and Past Performance in Meeting Small Business Goals)</p>	<p>Subjective Evaluation/Value Analysis</p>	

a. Evaluation Definitions as defined in the Federal Acquisition Regulation.

(1) Strengths. A substantive aspect, attribute or specific item in the proposal that exceeds the solicitation requirements and enhances the probability of successful contract performance.

(2) Weakness. A flaw in the proposal that increases the risk of unsuccessful contract performance. A significant weakness in the proposal is a flaw that appreciably increases the risk.

(3) Deficiency. A material failure of a proposal to met a Government requirement or a combination of significant weaknesses in a proposal that increases the risk of unsuccessful contract performance to an unacceptable level.

(4) Clarifications. Clarifications are limited exchanges between the Government and offerors that may occur when award without discussion is contemplated. During the evaluation, if a proposal requires clarification for the Board to complete its evaluation, the Chairperson will provide a written list of questions and/or comments to be discussed with the offeror to the Contracting Representative or Contracting Officer. Clarification issues shall be review by the Contracting Officer. The Contracting Officer shall control all clarifications transmitted to or received from the offerors. Any request for clarifications will be issued by letter, by the Contracting Officer. All contact with offerors will be through the Contracting Division. There will be no direct contact by the SSEB with the offeror(s).

(5) Communications. Communications between the Government and offerors, after receipt of proposals, leading to establishment of the competitive range will not occur without the

participation of the Contracting Officer. The Contracting Officer shall control all communications transmitted or received from offerors.

(6) Discussions. Discussions are negotiations conducted in a competitive acquisition and take place after establishment of the competitive range. Discussion is tailored to each offeror's proposal and shall be conducted by the contracting officer with each offeror within the competitive range.

8. EVALUATION OF "ACCEPTABLE" AND "UNACCEPTABLE" RATING CRITERIA

a. The above items listed under Volumes I, II, III, and IV have been designated to be evaluated and assigned an "acceptable" or "unacceptable" rating. Evaluators shall assess the proposals acceptability compared to the requirements of the RFP. A proposal that fails to comply with the minimum technical requirements will not be eligible for award notwithstanding that it may offer the lowest price.

b. The lowest price submitted by a technically acceptable rated firm will determine whom contract award will be made to. (Note if the firm is a Large Business, they must also comply with the requirement to furnish an approved Small Business Subcontracting Plan.)

c. Evaluators shall assess the proposals acceptability to the requirements of the RFP. If an item/sub-item in the proposal does not address an element, it shall be identified as unacceptable. The evaluator, however, will continue to evaluate the remaining technical portions of the proposal. Specific reasons for declaring a proposal to have a critical defect shall be clearly identified and documented.

d. If suspected "critical defects" are identified, they shall be brought to the immediate attention of the Chairperson. A "critical defect" is one that cannot be remedied by meaningful discussions/Final Proposal Revisions, e.g. would require a major revision of the proposal. The Chairperson will then contact the Legal and Contracting Advisors for advice. If the Chairperson determines that the defect is critical, the proposal will not be further evaluated and will be eliminated from further consideration. If there is a reasonable doubt as to whether the defect is critical, the proposal shall be rated. If minor informalities, irregularities, or apparent clerical mistakes are encountered during the evaluation, the Chairperson and Source Selection Board may communicate with effected offerors in writing through the Contracting Officer to resolve these matters. A critical defect may cause a proposal to fall out of consideration.

e. The Chairperson may select a specific subgroup or individual from the Board to determine the acceptable and or unacceptable rating for all proposals in a specified category, or all members may be required to review all proposals. The findings of any individual so appointed will be presented to the entire Board. The Board will discuss the evaluation of each voting member and will reach a consensus rating.

f. Voting members must reach a consensus on each item being evaluated. An average rating shall not be used. Voting members will assign acceptable or unacceptable ratings based on the criteria established in Section 00110 for items that are to be evaluated. Voting members and evaluators shall also make detailed notations of strengths and weaknesses in the proposals, unacceptable areas, and items requiring clarifications. The notes will be used to develop points of discussion with offerors determined to be in the competitive range, or in the debriefing of unsuccessful offerors, as required.

g. Board members shall note that FAR 15.305 requires that an agency evaluate competitive proposals solely on the factors specified in the solicitation. Evaluations are to be based exclusively on the content of the proposal and any subsequent written clarifications, negotiations, or discussions with offerors, and points of contact identified in the proposals. Board members shall not consider any information or data incorporated by reference; however, individual members shall use their professional judgment in enforcing this rule, e.g., if the offeror references a Standard Federal Regulation, this is possibly a situation where submission of the data by the offeror would not be required. Board members shall not speculate about an offeror's intent, but shall base their evaluation on the information supplied and clarification received.

9. PRICE EVALUATION. When all firms have been classified as having an "acceptable or unacceptable" rating, the Board will subjectively evaluate the price information of each proposal achieving an "acceptable rating". The total cost for the basic item and total cost of the option items will be combined into a total proposal cost. The total proposal cost submitted in the pricing schedule will determine the contract award price. The Board shall use cost analysis where appropriate for the purpose of determining the reasonableness, affordability, and value of the proposals, and assure that offerors have a clear understanding of the actual work requirements. Price proposals will not be submitted to the Board until such time as the initial rating(s) has been completed and submitted to the Chairperson. Once the proposal has an acceptable technical rating, price alone will determine award.

Normally there is a point in the evaluation indicating which proposals exhibit a lack of understanding, or ability, so as to render them unacceptable without extensive changes. These proposals, therefore, should be excluded. In making this determination, the Board will evaluate the potential for improving the acceptable position of the proposals by discussions and final proposal revisions. A proposal will be considered to be in the acceptable range if without extensive changes it could be improved to the point where it has a reasonable chance of being selected for award. If, however there is any doubt, the proposal should be included in the acceptable range. Award may be made on the initial proposal without soliciting a Final Proposal Revision. Offerors within the acceptable range may be notified and be asked to respond to errors, weaknesses, omissions, or other deficient items, and/or to submit a final proposal revision. Offerors whose proposals are determined to be outside the acceptable range will be notified as soon as possible by letter, and will be advised that a debriefing of unsuccessful Offerors will be afforded upon written request following award. Debriefing must be requested within 3 days of receipt of notice of award. Debriefings will occur 5 days after written request to the maximum extent practical. If authorized by the RFP and where there is no reason to believe that a significant cost savings and/or improvement in technical qualification of the firm can be realized by conducting discussions or requesting final proposal revisions, award may be made following establishment in the acceptable range, i.e., based upon initial proposals.

10. DISCUSSIONS. If discussions are necessary, written and/or verbal, they will be conducted with all firms in the competitive range once a written Determination and Findings (D&F) to hold such discussions has been approved by the Contracting Officer. FAR 15.306(d)(3) and the Comptroller General Decisions indicate that all content of discussions are a matter within the Contracting Officer's judgment. Discussions involve an exchange of information essential to determining the acceptability of a proposal. During the exchange of information, offerors must be informed of all deficiencies and significant weaknesses in the proposals and offered an opportunity to revise proposals. No technical leveling, transfusion or auction techniques shall result from discussions. The Contracting Officer will control all discussions. Any verbal revisions to proposals made during the course of discussions must be included in the offeror's written Final Revised Proposal. Any verbal revisions not included will not be considered in re-evaluating the proposals. Discussions will be concluded as of the date specified for receipt of a Final Revised Proposal from offerors

determined to be in the competitive range. Any verbal request for a Final Revised Proposal shall be confirmed in writing. The confirmation shall include:

- (1) Notice that discussions are concluded.
- (2) Notice that this is the opportunity to submit a Final Revised Proposal.
- (3) Establish a common cutoff date and time that allows the offerors reasonable opportunity for submission of written Proposal revisions.
- (4) Notice that Proposal Revisions, and modifications thereto, must be received by the date and time, and in the place specified in the notice, or they are subject to the Late Offers provision in the solicitation.
- (5) Second proposal revisions, if required, shall be approved by the PARC in accordance with EFAR 15.611.

11. FINAL PROPOSAL REVISIONS. . Final proposal revisions will be received at the time and place established by the Board. Revisions to criteria in the final proposal revision will be reviewed by the Board. Any changes in ratings resulting from the review will be accomplished and the rationale used in making the change will be clearly documented. Ratings will be re-evaluated. Final revised price proposals will be subjectively evaluated.

12. SELECTION AND DOCUMENTATION. After completing the proposal evaluation, the Board Chairperson will submit to the Source Selection Authority an evaluation report. The evaluation report shall contain the following data:

- a. The Source Selection Document.**
- b. An alphabetical listing of the firms who submitted proposals.
- c. The rationale followed by the Board in determining the “acceptable” or “unacceptable” rating.
- d. Major reasons for final evaluations.
- e. Other information that would be of special interest to the Source Selection Authority, e.g., time constraints on contract award, potential organizational conflicts of interest, etc. The documentation shall include an explanation of the factors that justify payment of a higher price, if appropriate.

The SSA shall not receive a recommendation from any individual or body as to whom shall receive the award and additionally shall not receive a rank order or order of merit list pertaining to the offers being evaluated. The SSA shall review the results of the evaluation briefed to him from the SSEB. These results will include all proposals found to be technically acceptable based on the evaluation results and review of all appropriate documents. The SSA’s decision shall be based on a comparative assessment of all

proposals found to be technically acceptable against the source selection criteria in the solicitation.

The SSA shall make the final source selection decision and issue a Source selection Decision Document supporting the selection. After the SSA's selection, the Government will contact the selected offeror, advising that firm to the selection. The Government may reject any or all offers if such actions are determined to be in the best interest of the Government.

13. AWARD. The Source Selection Authority will review the documentation and either recommend award of the contract to the firm or reject it and return it to the selection team with reasons for the rejection clearly indicated. The Government will award a contract resulting from this solicitation to the responsible offeror whose proposal conforms to the solicitation, represents the best value (all factors considered) and is determined to be the most beneficial to the Government.

14. DEBRIEFING. The debriefing of all offerors, successful or unsuccessful, will be conducted in accordance with FAR 15.5. Release of source selection information after award will be the responsibility of the Contracting Division in conjunction with the Office of Counsel, and in accordance with the Freedom of Information Act. Each offeror shall have the opportunity, after contract award, to provide a written request for debriefing for discussions of the evaluation of its proposal. The Source Selection Authority, Contracting Officer with support from the Office of Counsel, and the Chairperson of the SSEB will schedule and conduct the briefing. The actual debriefing may require the support of appropriate technical personnel.

This Source Selection Evaluation Plan is approved this date 03 September 2003


Source Selection Authority

CLAUSES INCORPORATED BY REFERENCE

52.212-1	Instructions to Offerors--Commercial Items	OCT 2000
52.212-4	Contract Terms and Conditions--Commercial Items	FEB 2002

CLAUSES INCORPORATED BY FULL TEXT

52.0214-5001 DIRECTIONS FOR SUBMITTING BIDS (APR 2002)

Envelopes containing bids must be sealed, marked and addressed as follows:

MARK ENVELOPES:

Bid under RFP No. DACW09-03-T-0015
Bid Due Date: COB (4:30 p.m.) on 12 Sep 2003:

ADDRESS ENVELOPES TO:

Department of the Army
U. S. Army Engineer District, Los Angeles
ATTN: Contracting Division
C/O: **Olga Jimenez**
911 Wilshire Blvd., Suite 1040
Los Angeles, CA 90017

SPECIAL INSTRUCTIONS PERTAINING TO HAND-CARRIED BIDS:

Due to security precautions, all Corps of Engineers visitors/couriers are now required to check in at the Public Affairs Office (PAO), Suite 980, Wilshire Blvd, Los Angeles, CA. Bidders are no longer permitted to hand-carry their bids directly to Contracting Division without an authorized escort. **Bids may NOT be left unattended at the Public Affairs Office (PAO), Suite 980.**

Bidders who desire to hand-deliver their bids prior to the scheduled bid opening time/date must notify the Contracting Division to arrange for receipt of their bid by Contracting Division personnel. Normally the contact will be the Contract Specialist designated above. In the event the Purchasing Agent cannot be reached, please call the main Contracting Division telephone number, 213-452-3231 or the following alternative telephone numbers -3233, -3245, -3234, or -3235, in order to request assistance.

30 minutes prior to the scheduled bid opening time/date, the Bid Opening Officer will be in the Public Affairs Office (PAO) Suite 980, to accept bids. After visitor in-processing, all bidders will subsequently be escorted to Bid Opening Room, where the bids will be publicly opened and read.

In order to expedite visitor processing, bidders are encouraged to complete the information requested on the Notice of Visitor(s) Form (attached). The completed form can be faxed to the Contract Specialist at (213)452-4184 or 4187, prior to the date for receipt of bids. In addition, no more than 2 visitors per firm will be permitted within the building. No exceptions will be made. The offeror is responsible for compliance with the security requirements and shall ensure that any company representative, courier or delivery personnel are aware of these special procedures pertaining to hand carried bids.

<u>NOTICE OF VISITOR(S)</u>		
1. Date(s) of Visit (<i>Inclusive</i>)		2. Arrival Time
3. Name of Visitor(s) (<i>Last, First</i>)		4. Agency/Company of Visitor
5. Name of Person Being Visited (<i>Include Div, Br, Sec</i>)	6. Suite Number	7. Telephone Number
8. Contact Person (<i>if other than Person Being Visited</i>)		9. Telephone Number
10. Other Comments or Instructions		
<ul style="list-style-type: none"> - All visitors must report to the Public Affairs Office, Suite 980 - Visitors must use the Visitor Tag provided. - Visitors must be escorted to Corps of Engineers floors - Parking validation is only available for Engineering Division, Construction-Operations, and Information Management field personnel. - Delivery personnel will be validated for 30 minutes only. 		

52.212-2 EVALUATION--COMMERCIAL ITEMS (JAN 1999)

(a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers:

(PLEASE REFER TO EVALUATION CRITERIA/FACTORS ABOVE)

Technical and past performance, when combined, are . (Contracting Officer state, in accordance with FAR 15.304, the relative importance of all other evaluation factors, when combined, when compared to price.)

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of clause)

52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL ITEMS (MAY 2002)

(a) Definitions. As used in this provision:

"Emerging small business" means a small business concern whose size is no greater than 50 percent of the numerical size standard for the NAICS code designated.

"Forced or indentured child labor" means all work or service-

(1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or

(2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process of penalties.

Service-disabled veteran-owned small business concern--

(1) Means a small business concern--

(i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

(2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

"Small business concern" means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and size standards in this solicitation.

Veteran-owned small business concern means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

"Women-owned small business concern" means a small business concern--

(1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of its stock of which is owned by one or more women; and

(2) Whose management and daily business operations are controlled by one or more women.

"Women-owned business concern" means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and whose management and daily business operations are controlled by one or more women.

(b) Taxpayer Identification Number (TIN) (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to a central contractor registration database to be eligible for award.)

(1) All offerors must submit the information required in paragraphs (b)(3) through (b)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS).

(2) The TIN may be used by the Government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(3) Taxpayer Identification Number (TIN).

___ TIN:-----

___ TIN has been applied for.

___ TIN is not required because:

___ Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

Offeror is an agency or instrumentality of a foreign government;

___ Offeror is an agency or instrumentality of the Federal Government.

(4) Type of organization.

___ Sole proprietorship;

___ Partnership;

___ Corporate entity (not tax-exempt);

___ Corporate entity (tax-exempt);

☐ Government entity (Federal, State, or local);

☐ Foreign government;

☐ International organization per 26 CFR 1.6049-4;

☐ Other-----

(5) Common parent.

☐ Offeror is not owned or controlled by a common parent;

☐ Name and TIN of common parent:

Name-----

TIN-----

(c) Offerors must complete the following representations when the resulting contract is to be performed inside the United States, its territories or possessions, Puerto Rico, the Trust Territory of the Pacific Islands, or the District of Columbia. Check all that apply.

(1) Small business concern. The offeror represents as part of its offer that it () is, () is not a small business concern.

(2) Veteran-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents as part of its offer that it () is, () is not a veteran-owned small business concern.

(3) Service-disabled veteran-owned small business concern. (Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.) The offeror represents as part of its offer that it () is, () is not a service-disabled veteran-owned small business concern.

(4) Small disadvantaged business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents, for general statistical purposes, that it () is, () is not a small disadvantaged business concern as defined in 13 CFR 124.1002.

(5) Women-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it () is, () is not a women-owned small business concern.

Note: Complete paragraphs (c)(6) and (c)(7) only if this solicitation is expected to exceed the simplified acquisition threshold.

(6) Women-owned business concern (other than small business concern). (Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it () is, a women-owned business concern.

(7) Tie bid priority for labor surplus area concerns. If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price:

(8) Small Business Size for the Small Business Competitiveness Demonstration Program and for the Targeted Industry Categories under the Small Business Competitiveness Demonstration Program. (Complete only if the offeror has represented itself to be a small business concern under the size standards for this solicitation.)

(i) (Complete only for solicitations indicated in an addendum as being set-aside for emerging small businesses in one of the four designated industry groups (DIGs).) The offeror represents as part of its offer that it () is, () is not an emerging small business.

(ii) (Complete only for solicitations indicated in an addendum as being for one of the targeted industry categories (TICs) or four designated industry groups (DIGs).) Offeror represents as follows:

(A) Offeror's number of employees for the past 12 months (check the Employees column if size standard stated in the solicitation is expressed in terms of number of employees); or

(B) Offeror's average annual gross revenue for the last 3 fiscal years (check the Average Annual Gross Number of Revenues column if size standard stated in the solicitation is expressed in terms of annual receipts).

(Check one of the following):

Average Annual

Number of Employees Gross Revenues

___ 50 or fewer ___ \$1 million or less

___ 51 - 100 ___ \$1,000,001 - \$2 million

___ 101 - 250 ___ \$2,000,001 - \$3.5 million

___ 251 - 500 ___ \$3,500,001 - \$5 million

___ 501 - 750 ___ \$5,000,001 - \$10 million

___ 751 - 1,000 ___ \$10,000,001 - \$17 million

___ Over 1,000 ___ Over \$17 million

(9) (Complete only if the solicitation contains the clause at FAR 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Business Concerns or FAR 52.219-25, Small Disadvantaged Business Participation Program-Disadvantaged Status and Reporting, and the offeror desires a benefit based on its disadvantaged status.)

(i) General. The offeror represents that either--

(A) It () is, () is not certified by the Small Business Administration as a small disadvantaged business concern and identified, on the date of this representation, as a certified small disadvantaged business concern in the database maintained by the Small Business Administration (PRO-Net), and that no material change in disadvantaged ownership and control has occurred since its certification, and, where the concern is owned by one or more individuals claiming disadvantaged status, the net worth of each individual upon whom the certification is based does not exceed \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); or

(B) It () has, () has not submitted a completed application to the Small Business Administration or a Private Certifier to be certified as a small disadvantaged business concern in accordance with 13 CFR 124, Subpart B, and a

decision on that application is pending, and that no material change in disadvantaged ownership and control has occurred since its application was submitted.

(ii) Joint Ventures under the Price Evaluation Adjustment for Small Disadvantaged Business Concerns. The offeror represents, as part of its offer, that it is a joint venture that complies with the requirements in 13 CFR 124.1002(f) and that the representation in paragraph (c)(9)(i) of this provision is accurate for the small disadvantaged business concern that is participating in the joint venture. (The offeror shall enter the name of the small disadvantaged business concern that is participating in the joint venture: _____.)

(10) HUBZone small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents, as part of its offer, that--

(i) It () is, () is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material change in ownership and control, principal place of ownership, or HUBZone employee percentage has occurred since it was certified by the Small Business Administration in accordance with 13 CFR part 126; and

(ii) It () is, () is not a joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (c)(10)(i) of this provision is accurate for the HUBZone small business concern or concerns that are participating on the joint venture. (The offeror shall enter the name or names of the HUBZone small business concern or concerns that are participating in the joint venture: _____.) Each HUBZone small business concern participating in the joint venture shall submit a separate signed copy of the HUBZone representation.

(d) Representations required to implement provisions of Executive Order 11246--

(1) Previous Contracts and Compliance. The offeror represents that--

(i) It () has, () has not, participated in a previous contract or subcontract subject either to the Equal Opportunity clause of this solicitation; and

(ii) It () has, () has not, filed all required compliance reports.

(2) Affirmative Action Compliance. The offeror represents that--

(i) It () has developed and has on file, () has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR Subparts 60-1 and 60-2), or

(ii) It () has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

(e) Certification Regarding Payments to Influence Federal Transactions (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$100,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract.

(f) Buy American Act Certificate. (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy American Act--Supplies, is included in this solicitation.)

(1) The offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product as defined in the clause of this solicitation entitled "Buy American Act--Balance of Payments Program--Supplies" and that the offeror has considered components of unknown origin to have been mined, produced, or

manufactured outside the United States. The offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products.

(2) Foreign End Products:

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(3) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(g)(1) Buy American Act--North American Free Trade Agreement--Israeli Trade Act Certificate. (Applies only if the clause at FAR 52.225-3, Buy American Act--North American Free Trade Agreement--Israeli Trade Act, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (g)(1)(iii) of this provision, is a domestic end product as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act" and that the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States.

(ii) The offeror certifies that the following supplies are NAFTA country end products or Israeli end products as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act":

NAFTA Country or Israeli End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iii) The offeror shall list those supplies that are foreign end products (other than those listed in paragraph (g)(1)(ii) of this provision) as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act." The offeror shall list as other foreign end products those end products manufactured in the United States that do not qualify as domestic end products.

Other Foreign End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iv) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(2) (2) Buy American Act--North American Free Trade Agreements--Israeli Trade Act Certificate, Alternate I (May 2002). If Alternate I to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products as defined in the clause of this solicitation entitled "Buy American Act--North American Free Trade Agreement--Israeli Trade Act":

Canadian End Products:

Line Item No.

(List as necessary)

(3) Buy American Act--North American Free Trade Agreements--Israeli Trade Act Certificate, Alternate II (May 2002). If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products or Israeli end products as defined in the clause of this solicitation entitled "Buy American Act--North American Free Trade Agreement--Israeli Trade Act":

Canadian or Israeli End Products:

Line Item No.

Country of Origin

(List as necessary)

(4) Trade Agreements Certificate. (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(4)(ii) of this provision, is a U.S.-made, designated country, Caribbean Basin country, or NAFTA country end product, as defined in the clause of this solicitation entitled "Trade Agreements."

(ii) The offeror shall list as other end products those end products that are not U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products.

Other End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iii) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. For line items subject to the Trade Agreements Act, the Government will evaluate offers of U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products without regard to the restrictions of the Buy American Act. The Government will consider for award only offers of U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products unless the Contracting Officer determines that there are no offers for such products or that the offers for such products are insufficient to fulfill the requirements of the solicitation.

(h) Certification Regarding Debarment, Suspension or Ineligibility for Award (Executive Order 12549). (Applies only if the contract value is expected to exceed the simplified acquisition threshold.) The offeror certifies, to the best of its knowledge and belief, that the offeror and/or any of its principals--

(1) () Are, () are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency; and

(2) () Have, () have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: Commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or Commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and

(3) () Are, () are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses.

(i) Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126). [The Contracting Officer must list in paragraph (i)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]

(1) Listed end products.

Listed End Product

Listed Countries of Origin

(2) Certification. (If the Contracting Officer has identified end products and countries of origin in paragraph (i)(1) of this provision, then the offeror must certify to either (i)(2)(i) or (i)(2)(ii) by checking the appropriate block.)

() (i) The offeror will not supply any end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product.

() (ii) The offeror may supply an end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product. The offeror certifies that it has made a good faith effort to determine whether forced or indentured child labor was used to mine, produce, or manufacture any such end product furnished under this contract. On the basis of those efforts, the offeror certifies that it is not aware of any such use of child labor.

(End of provision)

(a) The Contractor shall comply with the following FAR clauses, which are incorporated in this contract by reference, to implement provisions of law or executive orders applicable to acquisitions of commercial items:

(1) 52.222-3, Convict Labor (E.O. 11755).

(2) 52.233-3, Protest after Award (31 U.S.C. 3553).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items or components:

(Contracting Officer shall check as appropriate.)

N/A(1) 52.203-6, Restrictions on Subcontractor Sales to the Government, with Alternate I (41 U.S.C. 253g and 10 U.S.C. 2402).

N/A(2) 52.219-3, Notice of HUBZone Small Business Set-Aside (Jan 1999).

_N/A(3) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Jan 1999) (if the offeror elects to waive the preference, it shall so indicate in its offer).

_N/A(4) (i) 52.219-5, Very Small Business Set-Aside (Pub. L. 103-403, section 304, Small Business Reauthorization and Amendments Act of 1994).

_N/A(ii) Alternate I to 52.219-5.

_N/A(iii) Alternate II to 52.219-5.

_N/A (5) 52.219-8, Utilization of Small Business Concerns (15 U.S.C. 637 (d)(2) and (3)).

_N/A (6) 52.219-9, Small Business Subcontracting Plan (15 U.S.C. 637 (d)(4)).

_N/A (7) 52.219-14, Limitations on Subcontracting (15 U.S.C. 637(a)(14)).

_XX (8)(i) 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Concerns (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323) (if the offeror elects to waive the adjustment, it shall so indicate in its offer).

_XX(ii) Alternate I of 52.219-23.

_N/A(9) 52.219-25, Small Disadvantaged Business Participation Program--Disadvantaged Status and Reporting (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).

_N/A(10) 52.219-26, Small Disadvantaged Business Participation Program--Incentive Subcontracting (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).

_N/A (11) 52.222-21, Prohibition of Segregated Facilities (Feb 1999).

_XX (12) 52.222-26, Equal Opportunity (E.O. 11246).

_XX (13) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era and Other Eligible Veterans (38 U.S.C. 4212).

_XX (14) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793).

_XX (15) 52.222-37, Employment Reports on Special Disabled Veterans, Veterans of the Vietnam Era and Other Eligible Veterans (38 U.S.C. 4212).

_N/A(16) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (E.O. 13126).

_N/A (17)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Products (42 U.S.C. 6962(c)(3)(A)(ii)).

_N/A (ii) Alternate I of 52.223-9 (42 U.S.C. 6962(i)(2)(C)).

_N/A(18) 52.225-1, Buy American Act--Supplies (41 U.S.C. 10a-10d).

_N/A(19)(i) 52.225-3, Buy American Act--North American Free Trade Agreement--Israeli Trade Act (41 U.S.C. 10a-10d, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note).

_N/A(ii) Alternate I of 52.225-3.

_N/A(iii) Alternate II of 52.225-3.

_N/A(20) 52.225-5, Trade Agreements (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

_N/A(21) 52.225-13, Restriction on Certain Foreign Purchases (E.O. 12722, 12724, 13059, 13067, 13121, and 13129).

_N/A(22) 52.225-15, Sanctioned European Union Country End Products (E.O. 12849).

_N/A(23) 52.225-16, Sanctioned European Union Country Services (E.O.12849).

_N/A(24) 52.232-33, Payment by Electronic Funds Transfer--Central Contractor Registration (31 U.S.C. 3332).

_N/A(25) 52.232-34, Payment by Electronic Funds Transfer--Other than Central Contractor Registration (31 U.S.C. 3332).

_N/A(26) 52.232-36, Payment by Third Party (31 U.S.C. 3332).

_N/A (27) 52.239-1, Privacy or Security Safeguards (5 U.S.C. 552a).

_N/A (28) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (46 U.S.C. 1241).

N/A _Alternate I of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, which the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or executive orders applicable to acquisitions of commercial items or components:

(Contracting Officer check as appropriate.)

_XX (1) 52.222-41, Service Contract Act of 1965, As amended (41 U.S.C. 351, et. seq.).

_XX (2) 52.222-42, Statement of Equivalent Rates for Federal Hires (29 U.S.C. 206 and 41 U.S.C. 351, et. seq.).

_XX (3) 52.222-43, Fair Labor Standards Act and Service Contract Act -- Price Adjustment (Multiple Year and Option Contracts) (29 U.S.C.206 and 41 U.S.C. 351, et seq.).

_XX (4) 52.222-44, Fair Labor Standards Act and Service Contract Act - Price Adjustment (29 U.S.C. 206 and 41 U.S.C. 351, et seq.).

_XX(5) 52.222-47, SCA Minimum Wages and Fringe Benefits Applicable to Successor Contract Pursuant to Predecessor Contractor Collective Bargaining Agreement (CBA) (41 U.S.C. 351, et seq.).

(d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c) or (d) of this clause, the Contractor is not required to include any FAR clause, other than those listed below (and as may be required by an addenda to this paragraph to establish the reasonableness of prices under Part 15), in a subcontract for commercial items or commercial components--

(1) 52.222-26, Equal Opportunity (E.O. 11246);

(2) 52.222-35, Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era and Other Eligible Veterans (38 U.S.C. 4212);

(3) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793);

(4) 52.247-64, Preference for Privately-Owned U.S.- Flag Commercial Vessels (46 U.S.C. 1241)(flow down not required for subcontracts awarded beginning May 1, 1996)., and

(5) 52.222-41, Service Contract Act of 1965, As Amended (41 U.S.C. 351, et seq.).

(End of clause)

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within (insert the period of time within which the Contracting Officer may exercise the option); provided that the Government

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.42
Accounting Clerk II	10.38
Accounting Clerk III	11.83
Accounting Clerk IV	14.23
Court Reporter	12.54
Dispatcher, Motor Vehicle	12.54
Document Preparation Clerk	10.63
Duplicating Machine Operator	9.69
Film/Tape Librarian	11.47
General Clerk I	7.94
General Clerk II	9.28
General Clerk III	10.12
General Clerk IV	12.04
Housing Referral Assistant	15.26
Key Entry Operator I	9.07
Key Entry Operator II	10.20
Messenger (Courier)	8.43
Order Clerk I	8.81
Order Clerk II	12.28
Personnel Assistant (Employment) I	10.20
Personnel Assistant (Employment) II	12.63
Personnel Assistant (Employment) III	14.20
Personnel Assistant (Employment) IV	15.84
Production Control Clerk	13.87
Rental Clerk	11.47
Scheduler, Maintenance	12.62
Secretary I	11.64
Secretary II	13.79
Secretary III	15.26
Secretary IV	17.64
Secretary V	21.67
Service Order Dispatcher	10.95
Stenographer I	9.69
Stenographer II	10.89
Supply Technician	17.56
Survey Worker (Interviewer)	12.54
Switchboard Operator-Receptionist	10.66
Test Examiner	13.79
Test Proctor	13.79
Travel Clerk I	10.36
Travel Clerk II	11.19
Travel Clerk III	12.02
Word Processor I	10.93
Word Processor II	12.48
Word Processor III	13.86
Automatic Data Processing Occupations	
Computer Data Librarian	12.16
Computer Operator I	9.57
Computer Operator II	12.11
Computer Operator III	14.34
Computer Operator IV	17.31
Computer Operator V	18.88
Computer Programmer I (1)	17.26
Computer Programmer II (1)	20.56

Computer Programmer III (1)	23.89
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.12
Computer Systems Analyst II (1)	27.22
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.05
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.37
Automotive Glass Installer	15.63
Automotive Worker	15.63
Electrician, Automotive	16.34
Mobile Equipment Servicer	13.37
Motor Equipment Metal Mechanic	18.25
Motor Equipment Metal Worker	15.78
Motor Vehicle Mechanic	17.37
Motor Vehicle Mechanic Helper	12.16
Motor Vehicle Upholstery Worker	14.59
Motor Vehicle Wrecker	15.78
Painter, Automotive	17.80
Radiator Repair Specialist	15.76
Tire Repairer	12.92
Transmission Repair Specialist	17.37
Food Preparation and Service Occupations	
Baker	11.30
Cook I	9.77
Cook II	11.30
Dishwasher	7.33
Food Service Worker	7.23
Meat Cutter	13.37
Waiter/Waitress	7.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.50
Furniture Handler	10.88
Furniture Refinisher	16.50
Furniture Refinisher Helper	12.16
Furniture Repairer, Minor	14.59
Upholsterer	16.50
General Services and Support Occupations	
Cleaner, Vehicles	7.21
Elevator Operator	8.06
Gardener	11.52
House Keeping Aid I	6.99
House Keeping Aid II	8.06
Janitor	8.06
Laborer, Grounds Maintenance	8.34
Maid or Houseman	6.94
Pest Controller	12.70
Refuse Collector	8.06
Tractor Operator	10.52
Window Cleaner	9.13
Health Occupations	
Dental Assistant	11.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	13.56
Licensed Practical Nurse II	15.09
Licensed Practical Nurse III	16.89
Medical Assistant	9.92
Medical Laboratory Technician	12.50
Medical Record Clerk	11.70

Medical Record Technician	15.57
Nursing Assistant I	7.87
Nursing Assistant II	8.84
Nursing Assistant III	9.32
Nursing Assistant IV	10.48
Pharmacy Technician	12.19
Phlebotomist	10.64
Registered Nurse I	17.28
Registered Nurse II	21.15
Registered Nurse II, Specialist	21.15
Registered Nurse III	25.59
Registered Nurse III, Anesthetist	25.59
Registered Nurse IV	30.65
Information and Arts Occupations	
Audiovisual Librarian	17.64
Exhibits Specialist I	15.53
Exhibits Specialist II	19.16
Exhibits Specialist III	23.37
Illustrator I	17.08
Illustrator II	21.07
Illustrator III	25.70
Librarian	20.22
Library Technician	12.08
Photographer I	13.50
Photographer II	15.56
Photographer III	19.20
Photographer IV	23.42
Photographer V	28.41
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.64
Counter Attendant	7.64
Dry Cleaner	7.91
Finisher, Flatwork, Machine	7.64
Presser, Hand	7.64
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.64
Presser, Machine, Wearing Apparel, Laundry	7.64
Sewing Machine Operator	8.82
Tailor	9.87
Washer, Machine	8.20
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.74
Tool and Die Maker	22.78
Material Handling and Packing Occupations	
Forklift Operator	12.27
Fuel Distribution System Operator	13.37
Material Coordinator	14.72
Material Expediter	14.72
Material Handling Laborer	10.62
Order Filler	10.28
Production Line Worker (Food Processing)	10.78
Shipping Packer	11.12
Shipping/Receiving Clerk	11.98
Stock Clerk (Shelf Stocker; Store Worker II)	11.06
Store Worker I	8.00
Tools and Parts Attendant	12.73
Warehouse Specialist	12.73
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.02

Aircraft Mechanic Helper	13.32
Aircraft Quality Control Inspector	22.75
Aircraft Servicer	15.98
Aircraft Worker	17.11
Appliance Mechanic	16.50
Bicycle Repairer	12.92
Cable Splicer	19.98
Carpenter, Maintenance	16.50
Carpet Layer	15.63
Electrician, Maintenance	19.99
Electronics Technician, Maintenance I	11.53
Electronics Technician, Maintenance II	19.51
Electronics Technician, Maintenance III	21.46
Fabric Worker	14.59
Fire Alarm System Mechanic	17.37
Fire Extinguisher Repairer	14.71
Fuel Distribution System Mechanic	19.11
General Maintenance Worker	15.63
Heating, Refrigeration and Air Conditioning Mechanic	17.37
Heavy Equipment Mechanic	16.63
Heavy Equipment Operator	17.34
Instrument Mechanic	19.98
Laborer	7.80
Locksmith	16.50
Machinery Maintenance Mechanic	18.92
Machinist, Maintenance	17.37
Maintenance Trades Helper	12.16
Millwright	19.11
Office Appliance Repairer	16.50
Painter, Aircraft	18.09
Painter, Maintenance	16.50
Pipefitter, Maintenance	17.58
Plumber, Maintenance	16.70
Pneumatic Systems Mechanic	17.37
Rigger	17.37
Scale Mechanic	15.63
Sheet-Metal Worker, Maintenance	17.37
Small Engine Mechanic	15.63
Telecommunication Mechanic I	17.37
Telecommunication Mechanic II	21.02
Telephone Lineman	17.37
Welder, Combination, Maintenance	17.37
Well Driller	17.37
Woodcraft Worker	17.37
Woodworker	13.37
Miscellaneous Occupations	
Animal Caretaker	8.07
Carnival Equipment Operator	10.26
Carnival Equipment Repairer	11.24
Carnival Worker	7.33
Cashier	8.75
Desk Clerk	9.75
Embalmer	16.57
Lifeguard	9.02
Mortician	18.23
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.10
Recreation Specialist	13.51
Recycling Worker	11.29

Sales Clerk	10.59
School Crossing Guard (Crosswalk Attendant)	7.28
Sport Official	9.02
Survey Party Chief (Chief of Party)	20.46
Surveying Aide	12.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.37
Swimming Pool Operator	12.49
Vending Machine Attendant	9.86
Vending Machine Repairer	12.49
Vending Machine Repairer Helper	9.86
Personal Needs Occupations	
Child Care Attendant	9.75
Child Care Center Clerk	13.87
Chore Aid	6.99
Homemaker	16.71
Plant and System Operation Occupations	
Boiler Tender	19.11
Sewage Plant Operator	17.48
Stationary Engineer	20.16
Ventilation Equipment Tender	12.16
Water Treatment Plant Operator	18.68
Protective Service Occupations	
Alarm Monitor	11.72
Corrections Officer	17.99
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	8.52
Guard II	12.81
Police Officer	21.77
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.79
Hatch Tender	13.79
Line Handler	13.79
Stevedore I	12.85
Stevedore II	16.06
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.44
Archeological Technician I	15.21
Archeological Technician II	17.02
Archeological Technician III	21.08
Cartographic Technician	20.36
Civil Engineering Technician	19.28
Computer Based Training (CBT) Specialist/ Instructor	21.36
Drafter I	14.16
Drafter II	15.90
Drafter III	18.33
Drafter IV	22.61
Engineering Technician I	15.61
Engineering Technician II	17.26
Engineering Technician III	21.48
Engineering Technician IV	25.33
Engineering Technician V	27.52
Engineering Technician VI	31.49
Environmental Technician	16.90
Flight Simulator/Instructor (Pilot)	25.14
Graphic Artist	20.44

Instructor	20.44
Laboratory Technician	14.00
Mathematical Technician	20.13
Paralegal/Legal Assistant I	14.91
Paralegal/Legal Assistant II	17.65
Paralegal/Legal Assistant III	21.54
Paralegal/Legal Assistant IV	26.13
Photooptics Technician	20.17
Technical Writer	19.77
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	16.90
Weather Observer, Upper Air (3)	14.00
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.32
Parking and Lot Attendant	7.01
Shuttle Bus Driver	10.87
Taxi Driver	9.08
Truckdriver, Heavy Truck	16.36
Truckdriver, Light Truck	10.82
Truckdriver, Medium Truck	14.87
Truckdriver, Tractor-Trailer	16.36

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent

work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be

obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations"

(the Directory) should be used to compare job definitions to insure that duties requested

are not performed by a classification already listed in the wage determination. Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

WAGE RATES/SAN LUIS OBISBO

WAGE DETERMINATION NO: 94-2063 REV (20) AREA: CA,SANTA BARBARA

WAGE DETERMINATION NO: 94-2063 REV (20) AREA: CA,SANTA BARBARA		
REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL		
		WASHINGTON D.C. 20210
		Wage Determination No.: 1994-2063
William W.Gross	Division of	Revision No.: 20
Director	Wage Determinations	Date Of Last Revision: 05/30/2003

State: California

Area: California Counties of [h0h2](#)San Luis Obispo, Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
10.23	
01012 - Accounting Clerk II	
11.67	
01013 - Accounting Clerk III	
13.73	
01014 - Accounting Clerk IV	
15.34	
01030 - Court Reporter	
15.41	
01050 - Dispatcher, Motor Vehicle	
14.62	
01060 - Document Preparation Clerk	
11.67	
01070 - Messenger (Courier)	
10.47	
01090 - Duplicating Machine Operator	
11.67	
01110 - Film/Tape Librarian	
14.09	
01115 - General Clerk I	
10.06	
01116 - General Clerk II	
11.17	
01117 - General Clerk III	
13.49	
01118 - General Clerk IV	
15.36	
01120 - Housing Referral Assistant	
18.88	
01131 - Key Entry Operator I	
11.62	
01132 - Key Entry Operator II	
13.12	
01191 - Order Clerk I	
10.75	
01192 - Order Clerk II	
12.29	
01261 - Personnel Assistant (Employment) I	
13.48	
01262 - Personnel Assistant (Employment) II	
15.17	
01263 - Personnel Assistant (Employment) III	
16.56	
01264 - Personnel Assistant (Employment) IV	
18.56	
01270 - Production Control Clerk	
17.68	
01290 - Rental Clerk	
11.42	

01300 - Scheduler, Maintenance
14.20
01311 - Secretary I
14.20
01312 - Secretary II
15.76
01313 - Secretary III
18.88
01314 - Secretary IV
20.20
01315 - Secretary V
21.56
01320 - Service Order Dispatcher
13.96
01341 - Stenographer I
12.91
01342 - Stenographer II
14.92
01400 - Supply Technician
18.46
01420 - Survey Worker (Interviewer)
17.33
01460 - Switchboard Operator-Receptionist
10.84
01510 - Test Examiner
15.76
01520 - Test Proctor
15.76
01531 - Travel Clerk I
10.44
01532 - Travel Clerk II
10.99
01533 - Travel Clerk III
11.67
01611 - Word Processor I
12.99
01612 - Word Processor II
15.63
01613 - Word Processor III
16.40
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
14.36
03041 - Computer Operator I
12.39
03042 - Computer Operator II
16.94
03043 - Computer Operator III
18.80
03044 - Computer Operator IV
20.87
03045 - Computer Operator V
23.17
03071 - Computer Programmer I (1)
16.60
03072 - Computer Programmer II (1)
22.62
03073 - Computer Programmer III (1)
26.36

03074 - Computer Programmer IV (1)
30.38
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
12.35
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
21.15
05010 - Automotive Glass Installer
17.70
05040 - Automotive Worker
17.70
05070 - Electrician, Automotive
18.48
05100 - Mobile Equipment Servicer
16.12
05130 - Motor Equipment Metal Mechanic
19.23
05160 - Motor Equipment Metal Worker
17.70
05190 - Motor Vehicle Mechanic
17.48
05220 - Motor Vehicle Mechanic Helper
13.96
05250 - Motor Vehicle Upholstery Worker
16.83
05280 - Motor Vehicle Wrecker
17.70
05310 - Painter, Automotive
18.48
05340 - Radiator Repair Specialist
17.70
05370 - Tire Repairer
14.15
05400 - Transmission Repair Specialist
17.48
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
9.00
07010 - Baker
13.21
07041 - Cook I
12.02
07042 - Cook II
13.21
07070 - Dishwasher
9.00
07130 - Meat Cutter
16.94
07250 - Waiter/Waitress
9.95
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
16.80

09040 - Furniture Handler
12.16
09070 - Furniture Refinisher
18.37
09100 - Furniture Refinisher Helper
14.84
09110 - Furniture Repairer, Minor
16.80
09130 - Upholsterer
18.37
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.00
11060 - Elevator Operator
11.10
11090 - Gardener
14.05
11121 - House Keeping Aid I
8.07
11122 - House Keeping Aid II
9.17
11150 - Janitor
10.21
11210 - Laborer, Grounds Maintenance
11.64
11240 - Maid or Houseman
8.07
11270 - Pest Controller
14.40
11300 - Refuse Collector
14.40
11330 - Tractor Operator
13.38
11360 - Window Cleaner
11.29
12000 - Health Occupations
12020 - Dental Assistant
15.19
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.10
12071 - Licensed Practical Nurse I
14.28
12072 - Licensed Practical Nurse II
16.02
12073 - Licensed Practical Nurse III
17.93
12100 - Medical Assistant
14.19
12130 - Medical Laboratory Technician
12.90
12160 - Medical Record Clerk
12.90
12190 - Medical Record Technician
13.53
12221 - Nursing Assistant I
8.15
12222 - Nursing Assistant II
9.17

12223 - Nursing Assistant III
10.00
12224 - Nursing Assistant IV
11.22
12250 - Pharmacy Technician
13.38
12280 - Phlebotomist
11.58
12311 - Registered Nurse I
19.43
12312 - Registered Nurse II
23.75
12313 - Registered Nurse II, Specialist
23.75
12314 - Registered Nurse III
28.72
12315 - Registered Nurse III, Anesthetist
28.72
12316 - Registered Nurse IV
34.43
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
22.03
13011 - Exhibits Specialist I
18.23
13012 - Exhibits Specialist II
22.68
13013 - Exhibits Specialist III
24.75
13041 - Illustrator I
17.62
13042 - Illustrator II
22.26
13043 - Illustrator III
23.04
13047 - Librarian
20.64
13050 - Library Technician
14.06
13071 - Photographer I
15.22
13072 - Photographer II
17.01
13073 - Photographer III
21.69
13074 - Photographer IV
24.47
13075 - Photographer V
29.01
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.87
15030 - Counter Attendant
7.87
15040 - Dry Cleaner
9.45
15070 - Finisher, Flatwork, Machine
8.30

- 15090 - Presser, Hand
- 8.30
- 15100 - Presser, Machine, Drycleaning
- 8.25
- 15130 - Presser, Machine, Shirts
- 8.30
- 15160 - Presser, Machine, Wearing Apparel, Laundry
- 8.30
- 15190 - Sewing Machine Operator
- 10.02
- 15220 - Tailor
- 12.02
- 15250 - Washer, Machine
- 8.36
- 19000 - Machine Tool Operation and Repair Occupations
- 19010 - Machine-Tool Operator (Toolroom)
- 18.22
- 19040 - Tool and Die Maker
- 21.53
- 21000 - Material Handling and Packing Occupations
- 21010 - Fuel Distribution System Operator
- 16.90
- 21020 - Material Coordinator
- 17.11
- 21030 - Material Expediter
- 17.68
- 21040 - Material Handling Laborer
- 11.90
- 21050 - Order Filler
- 13.74
- 21071 - Forklift Operator
- 13.56
- 21080 - Production Line Worker (Food Processing)
- 14.84
- 21100 - Shipping/Receiving Clerk
- 12.17
- 21130 - Shipping Packer
- 12.83
- 21140 - Store Worker I
- 9.50
- 21150 - Stock Clerk (Shelf Stocker; Store Worker II)
- 12.83
- 21210 - Tools and Parts Attendant
- 14.84
- 21400 - Warehouse Specialist
- 14.52
- 23000 - Mechanics and Maintenance and Repair Occupations
- 23010 - Aircraft Mechanic
- 20.91
- 23040 - Aircraft Mechanic Helper
- 16.24
- 23050 - Aircraft Quality Control Inspector
- 21.79
- 23060 - Aircraft Servicer
- 18.38
- 23070 - Aircraft Worker
- 19.23
- 23100 - Appliance Mechanic
- 18.48

23120 - Bicycle Repairer
14.15
23125 - Cable Splicer
20.91
23130 - Carpenter, Maintenance
22.20
23140 - Carpet Layer
17.33
23160 - Electrician, Maintenance
23.42
23181 - Electronics Technician, Maintenance I
19.80
23182 - Electronics Technician, Maintenance II
21.58
23183 - Electronics Technician, Maintenance III
24.16
23260 - Fabric Worker
18.38
23290 - Fire Alarm System Mechanic
20.91
23310 - Fire Extinguisher Repairer
16.84
23340 - Fuel Distribution System Mechanic
22.15
23370 - General Maintenance Worker
17.70
23400 - Heating, Refrigeration and Air Conditioning Mechanic
20.04
23430 - Heavy Equipment Mechanic
19.09
23440 - Heavy Equipment Operator
21.80
23460 - Instrument Mechanic
20.91
23470 - Laborer
10.36
23500 - Locksmith
18.37
23530 - Machinery Maintenance Mechanic
23.06
23550 - Machinist, Maintenance
18.84
23580 - Maintenance Trades Helper
13.96
23640 - Millwright
20.91
23700 - Office Appliance Repairer
20.09
23740 - Painter, Aircraft
20.10
23760 - Painter, Maintenance
16.80
23790 - Pipefitter, Maintenance
23.68
23800 - Plumber, Maintenance
22.74
23820 - Pneudraulic Systems Mechanic
20.91

23850 - Rigger
20.91
23870 - Scale Mechanic
19.22
23890 - Sheet-Metal Worker, Maintenance
19.11
23910 - Small Engine Mechanic
19.22
23930 - Telecommunication Mechanic I
20.91
23931 - Telecommunication Mechanic II
21.52
23950 - Telephone Lineman
20.91
23960 - Welder, Combination, Maintenance
17.48
23965 - Well Driller
20.91
23970 - Woodcraft Worker
20.91
23980 - Woodworker
16.75
24000 - Personal Needs Occupations
24570 - Child Care Attendant
10.52
24580 - Child Care Center Clerk
13.83
24600 - Chore Aid
10.21
24630 - Homemaker
15.36
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
20.91
25040 - Sewage Plant Operator
21.11
25070 - Stationary Engineer
20.91
25190 - Ventilation Equipment Tender
15.54
25210 - Water Treatment Plant Operator
21.24
27000 - Protective Service Occupations
(not set) - Police Officer
25.26
27004 - Alarm Monitor
13.17
27006 - Corrections Officer
23.20
27010 - Court Security Officer
23.20
27040 - Detention Officer
23.20
27070 - Firefighter
21.08
27101 - Guard I
9.79
27102 - Guard II
10.41

28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
19.22
28020 - Hatch Tender
18.04
28030 - Line Handler
18.04
28040 - Stevedore I
17.75
28050 - Stevedore II
19.40
29000 - Technical Occupations
21150 - Graphic Artist
19.62
29010 - Air Traffic Control Specialist, Center (2)
31.08
29011 - Air Traffic Control Specialist, Station (2)
21.43
29012 - Air Traffic Control Specialist, Terminal (2)
23.60
29023 - Archeological Technician I
16.06
29024 - Archeological Technician II
17.96
29025 - Archeological Technician III
22.26
29030 - Cartographic Technician
23.79
29035 - Computer Based Training (CBT) Specialist/ Instructor
24.81
29040 - Civil Engineering Technician
21.45
29061 - Drafter I
14.51
29062 - Drafter II
16.27
29063 - Drafter III
18.23
29064 - Drafter IV
22.26
29081 - Engineering Technician I
15.37
29082 - Engineering Technician II
17.90
29083 - Engineering Technician III
19.62
29084 - Engineering Technician IV
25.16
29085 - Engineering Technician V
30.88
29086 - Engineering Technician VI
37.37
29090 - Environmental Technician
18.72
29100 - Flight Simulator/Instructor (Pilot)
27.62
29160 - Instructor
23.12

29210 - Laboratory Technician
16.90
29240 - Mathematical Technician
19.07
29361 - Paralegal/Legal Assistant I
15.91
29362 - Paralegal/Legal Assistant II
20.32
29363 - Paralegal/Legal Assistant III
24.83
29364 - Paralegal/Legal Assistant IV
30.03
29390 - Photooptics Technician
20.78
29480 - Technical Writer
25.83
29491 - Unexploded Ordnance (UXO) Technician I
19.75
29492 - Unexploded Ordnance (UXO) Technician II
23.90
29493 - Unexploded Ordnance (UXO) Technician III
28.64
29494 - Unexploded (UXO) Safety Escort
19.75
29495 - Unexploded (UXO) Sweep Personnel
19.75
29620 - Weather Observer, Senior (3)
19.54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.58
29622 - Weather Observer, Upper Air (3)
17.58
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
16.61
31260 - Parking and Lot Attendant
7.58
31290 - Shuttle Bus Driver
11.34
31300 - Taxi Driver
11.21
31361 - Truckdriver, Light Truck
11.20
31362 - Truckdriver, Medium Truck
16.10
31363 - Truckdriver, Heavy Truck
16.93
31364 - Truckdriver, Tractor-Trailer
16.93
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
11.11
99030 - Cashier
9.18
99041 - Carnival Equipment Operator
15.15
99042 - Carnival Equipment Repairer
15.89

99043 - Carnival Worker
 10.35
 99050 - Desk Clerk
 10.52
 99095 - Embalmer
 18.74
 99300 - Lifeguard
 10.38
 99310 - Mortician
 19.75
 99350 - Park Attendant (Aide)
 13.03
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 11.92
 99500 - Recreation Specialist
 14.57
 99510 - Recycling Worker
 18.34
 99610 - Sales Clerk
 10.22
 99620 - School Crossing Guard (Crosswalk Attendant)
 10.28
 99630 - Sport Official
 10.38
 99658 - Survey Party Chief (Chief of Party)
 20.86
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 18.84
 99660 - Surveying Aide
 13.74
 99690 - Swimming Pool Operator
 15.28
 99720 - Vending Machine Attendant
 13.89
 99730 - Vending Machine Repairer
 16.03
 99740 - Vending Machine Repairer Helper
 13.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another

day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE RATES/VENTURA

WAGE DETERMINATION NO: 94-2071 REV (21) AREA: CA, VENTURA

WAGE DETERMINATION NO: 94-2071 REV (21) AREA: CA, VENTURA	
REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL	
	WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2071
Director	Wage Determinations	Revision No.: 21
		Date Of Last Revision: 06/26/2003

State: California

Area: California County of

[h0h2](#) Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.12
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.76
01030 - Court Reporter	17.03
01050 - Dispatcher, Motor Vehicle	16.84
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.17
01090 - Duplicating Machine Operator	12.38
01110 - Film/Tape Librarian	14.12
01115 - General Clerk I	9.67
01116 - General Clerk II	10.86
01117 - General Clerk III	13.33
01118 - General Clerk IV	16.07
01120 - Housing Referral Assistant	18.29
01131 - Key Entry Operator I	11.99
01132 - Key Entry Operator II	13.09
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	13.04
01262 - Personnel Assistant (Employment) II	14.53
01263 - Personnel Assistant (Employment) III	17.57
01264 - Personnel Assistant (Employment) IV	19.75
01270 - Production Control Clerk	17.75
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.53
01311 - Secretary I	14.44

01312 - Secretary II
17.20
01313 - Secretary III
18.29
01314 - Secretary IV
21.37
01315 - Secretary V
24.73
01320 - Service Order Dispatcher
14.51
01341 - Stenographer I
13.52
01342 - Stenographer II
15.18
01400 - Supply Technician
21.38
01420 - Survey Worker (Interviewer)
16.25
01460 - Switchboard Operator-Receptionist
12.39
01510 - Test Examiner
17.03
01520 - Test Proctor
17.03
01531 - Travel Clerk I
10.27
01532 - Travel Clerk II
10.99
01533 - Travel Clerk III
11.58
01611 - Word Processor I
13.70
01612 - Word Processor II
15.40
01613 - Word Processor III
17.22
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
14.20
03041 - Computer Operator I
14.53
03042 - Computer Operator II
16.74
03043 - Computer Operator III
17.86
03044 - Computer Operator IV
20.31
03045 - Computer Operator V
22.49
03071 - Computer Programmer I (1)
16.63
03072 - Computer Programmer II (1)
21.74
03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62

03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
14.55
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
21.08
05010 - Automotive Glass Installer
20.26
05040 - Automotive Worker
20.26
05070 - Electrician, Automotive
20.50
05100 - Mobile Equipment Servicer
18.29
05130 - Motor Equipment Metal Mechanic
21.97
05160 - Motor Equipment Metal Worker
20.26
05190 - Motor Vehicle Mechanic
21.08
05220 - Motor Vehicle Mechanic Helper
16.97
05250 - Motor Vehicle Upholstery Worker
19.40
05280 - Motor Vehicle Wrecker
20.26
05310 - Painter, Automotive
21.08
05340 - Radiator Repair Specialist
19.90
05370 - Tire Repairer
14.54
05400 - Transmission Repair Specialist
21.08
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
9.78
07010 - Baker
15.40
07041 - Cook I
14.48
07042 - Cook II
15.40
07070 - Dishwasher
9.78
07130 - Meat Cutter
14.29
07250 - Waiter/Waitress
10.83
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
18.45
09040 - Furniture Handler
11.72
09070 - Furniture Refinisher
17.35

09100 - Furniture Refinisher Helper
13.96
09110 - Furniture Repairer, Minor
16.18
09130 - Upholsterer
17.35
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
10.76
11060 - Elevator Operator
11.25
11090 - Gardener
15.99
11121 - House Keeping Aid I
8.97
11122 - House Keeping Aid II
9.96
11150 - Janitor
9.96
11210 - Laborer, Grounds Maintenance
12.46
11240 - Maid or Houseman
8.97
11270 - Pest Controller
15.00
11300 - Refuse Collector
12.39
11330 - Tractor Operator
14.84
11360 - Window Cleaner
11.02
12000 - Health Occupations
12020 - Dental Assistant
14.43
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.90
12071 - Licensed Practical Nurse I
13.24
12072 - Licensed Practical Nurse II
14.86
12073 - Licensed Practical Nurse III
16.62
12100 - Medical Assistant
13.05
12130 - Medical Laboratory Technician
14.19
12160 - Medical Record Clerk
12.90
12190 - Medical Record Technician
13.53
12221 - Nursing Assistant I
8.86
12222 - Nursing Assistant II
9.96
12223 - Nursing Assistant III
10.16
12224 - Nursing Assistant IV
12.43

12250 - Pharmacy Technician
13.57
12280 - Phlebotomist
14.19
12311 - Registered Nurse I
21.15
12312 - Registered Nurse II
25.89
12313 - Registered Nurse II, Specialist
25.89
12314 - Registered Nurse III
31.32
12315 - Registered Nurse III, Anesthetist
31.32
12316 - Registered Nurse IV
41.69
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
13.51
13011 - Exhibits Specialist I
18.54
13012 - Exhibits Specialist II
23.46
13013 - Exhibits Specialist III
28.71
13041 - Illustrator I
18.54
13042 - Illustrator II
22.98
13043 - Illustrator III
29.04
13047 - Librarian
27.18
13050 - Library Technician
14.43
13071 - Photographer I
16.73
13072 - Photographer II
20.70
13073 - Photographer III
25.33
13074 - Photographer IV
30.64
13075 - Photographer V
32.43
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.51
15030 - Counter Attendant
7.51
15040 - Dry Cleaner
8.71
15070 - Finisher, Flatwork, Machine
7.51
15090 - Presser, Hand
7.51
15100 - Presser, Machine, Drycleaning
7.51

15130 - Presser, Machine, Shirts
7.51
15160 - Presser, Machine, Wearing Apparel, Laundry
7.51
15190 - Sewing Machine Operator
9.22
15220 - Tailor
10.42
15250 - Washer, Machine
8.09
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
17.35
19040 - Tool and Die Maker
20.27
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
16.71
21020 - Material Coordinator
15.98
21030 - Material Expediter
15.98
21040 - Material Handling Laborer
11.37
21050 - Order Filler
11.51
21071 - Forklift Operator
12.46
21080 - Production Line Worker (Food Processing)
13.08
21100 - Shipping/Receiving Clerk
11.72
21130 - Shipping Packer
11.72
21140 - Store Worker I
9.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.62
21210 - Tools and Parts Attendant
13.89
21400 - Warehouse Specialist
13.89
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
19.88
23040 - Aircraft Mechanic Helper
13.96
23050 - Aircraft Quality Control Inspector
21.70
23060 - Aircraft Servicer
15.96
23070 - Aircraft Worker
16.67
23100 - Appliance Mechanic
18.45
23120 - Bicycle Repairer
14.54
23125 - Cable Splicer
20.78

23130 - Carpenter, Maintenance
20.36
23140 - Carpet Layer
17.33
23160 - Electrician, Maintenance
23.91
23181 - Electronics Technician, Maintenance I
17.63
23182 - Electronics Technician, Maintenance II
19.20
23183 - Electronics Technician, Maintenance III
23.52
23260 - Fabric Worker
16.18
23290 - Fire Alarm System Mechanic
19.60
23310 - Fire Extinguisher Repairer
15.05
23340 - Fuel Distribution System Mechanic
19.88
23370 - General Maintenance Worker
17.33
23400 - Heating, Refrigeration and Air Conditioning Mechanic
19.74
23430 - Heavy Equipment Mechanic
19.60
23440 - Heavy Equipment Operator
22.83
23460 - Instrument Mechanic
19.60
23470 - Laborer
12.18
23500 - Locksmith
18.45
23530 - Machinery Maintenance Mechanic
19.60
23550 - Machinist, Maintenance
19.60
23580 - Maintenance Trades Helper
13.96
23640 - Millwright
20.44
23700 - Office Appliance Repairer
18.45
23740 - Painter, Aircraft
19.09
23760 - Painter, Maintenance
18.45
23790 - Pipefitter, Maintenance
19.60
23800 - Plumber, Maintenance
18.45
23820 - Pneudraulic Systems Mechanic
19.60
23850 - Rigger
20.78
23870 - Scale Mechanic
17.44

23890 - Sheet-Metal Worker, Maintenance
19.60
23910 - Small Engine Mechanic
17.33
23930 - Telecommunication Mechanic I
19.76
23931 - Telecommunication Mechanic II
22.55
23950 - Telephone Lineman
19.60
23960 - Welder, Combination, Maintenance
19.60
23965 - Well Driller
19.60
23970 - Woodcraft Worker
19.60
23980 - Woodworker
15.05
24000 - Personal Needs Occupations
24570 - Child Care Attendant
11.03
24580 - Child Care Center Clerk
15.84
24600 - Chore Aid
9.71
24630 - Homemaker
15.90
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
20.74
25040 - Sewage Plant Operator
23.26
25070 - Stationary Engineer
22.07
25190 - Ventilation Equipment Tender
13.96
25210 - Water Treatment Plant Operator
21.53
27000 - Protective Service Occupations
(not set) - Police Officer
29.27
27004 - Alarm Monitor
15.47
27006 - Corrections Officer
21.12
27010 - Court Security Officer
21.12
27040 - Detention Officer
21.12
27070 - Firefighter
21.62
27101 - Guard I
9.83
27102 - Guard II
12.78
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
17.96

28020 - Hatch Tender
16.18
28030 - Line Handler
16.18
28040 - Stevedore I
16.22
28050 - Stevedore II
18.45
29000 - Technical Occupations
21150 - Graphic Artist
24.07
29010 - Air Traffic Control Specialist, Center (2)
30.15
29011 - Air Traffic Control Specialist, Station (2)
20.79
29012 - Air Traffic Control Specialist, Terminal (2)
22.89
29023 - Archeological Technician I
18.62
29024 - Archeological Technician II
20.83
29025 - Archeological Technician III
24.66
29030 - Cartographic Technician
24.66
29035 - Computer Based Training (CBT) Specialist/ Instructor
26.18
29040 - Civil Engineering Technician
24.33
29061 - Drafter I
15.85
29062 - Drafter II
17.79
29063 - Drafter III
19.91
29064 - Drafter IV
24.66
29081 - Engineering Technician I
15.14
29082 - Engineering Technician II
16.98
29083 - Engineering Technician III
19.03
29084 - Engineering Technician IV
22.84
29085 - Engineering Technician V
27.13
29086 - Engineering Technician VI
32.83
29090 - Environmental Technician
19.91
29100 - Flight Simulator/Instructor (Pilot)
30.38
29160 - Instructor
26.18
29210 - Laboratory Technician
16.23
29240 - Mathematical Technician
20.99

29361 - Paralegal/Legal Assistant I
17.26
29362 - Paralegal/Legal Assistant II
19.86
29363 - Paralegal/Legal Assistant III
24.31
29364 - Paralegal/Legal Assistant IV
29.38
29390 - Photooptics Technician
20.99
29480 - Technical Writer
26.02
29491 - Unexploded Ordnance (UXO) Technician I
19.16
29492 - Unexploded Ordnance (UXO) Technician II
23.18
29493 - Unexploded Ordnance (UXO) Technician III
27.78
29494 - Unexploded (UXO) Safety Escort
19.16
29495 - Unexploded (UXO) Sweep Personnel
19.16
29620 - Weather Observer, Senior (3)
20.69
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
18.63
29622 - Weather Observer, Upper Air (3)
18.63
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
15.43
31260 - Parking and Lot Attendant
8.93
31290 - Shuttle Bus Driver
13.46
31300 - Taxi Driver
10.70
31361 - Truckdriver, Light Truck
12.68
31362 - Truckdriver, Medium Truck
13.42
31363 - Truckdriver, Heavy Truck
16.96
31364 - Truckdriver, Tractor-Trailer
16.96
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
11.87
99030 - Cashier
11.33
99041 - Carnival Equipment Operator
13.59
99042 - Carnival Equipment Repairer
14.64
99043 - Carnival Worker
10.30
99050 - Desk Clerk
10.43

99095 - Embalmer
 19.16
 99300 - Lifeguard
 10.07
 99310 - Mortician
 19.16
 99350 - Park Attendant (Aide)
 12.64
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 11.08
 99500 - Recreation Specialist
 13.82
 99510 - Recycling Worker
 16.31
 99610 - Sales Clerk
 11.24
 99620 - School Crossing Guard (Crosswalk Attendant)
 9.78
 99630 - Sport Official
 10.07
 99658 - Survey Party Chief (Chief of Party)
 18.15
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 14.77
 99660 - Surveying Aide
 10.77
 99690 - Swimming Pool Operator
 16.94
 99720 - Vending Machine Attendant
 14.19
 99730 - Vending Machine Repairer
 16.94
 99740 - Vending Machine Repairer Helper
 14.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered) :

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor,
for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE RATES/LOS ANGELES

WAGE DETERMINATION NO: 94-2047 REV (24) AREA: CA,LOS ANGELES/SANTA ANA

WAGE DETERMINATION NO: 94-2047 REV (24) AREA: CA,LOS [h0h2](#)ANGELES/SANTA ANA
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2047
Director	Wage Determinations	Revision No.: 24
		Date Of Last Revision: 06/03/2003

State: California

Area: California Counties of [h1h3](#)Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

—

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
10.33	
01012 - Accounting Clerk II	
12.29	
01013 - Accounting Clerk III	
14.79	
01014 - Accounting Clerk IV	
16.28	
01030 - Court Reporter	
16.84	
01050 - Dispatcher, Motor Vehicle	
16.84	
01060 - Document Preparation Clerk	
13.50	
01070 - Messenger (Courier)	
9.28	
01090 - Duplicating Machine Operator	
12.77	
01110 - Film/Tape Librarian	
14.12	
01115 - General Clerk I	
8.87	
01116 - General Clerk II	
10.60	
01117 - General Clerk III	
12.65	
01118 - General Clerk IV	
14.78	
01120 - Housing Referral Assistant	
18.29	
01131 - Key Entry Operator I	
10.32	
01132 - Key Entry Operator II	
12.98	
01191 - Order Clerk I	
12.99	
01192 - Order Clerk II	
14.09	
01261 - Personnel Assistant (Employment) I	
13.70	
01262 - Personnel Assistant (Employment) II	
14.53	
01263 - Personnel Assistant (Employment) III	
18.48	
01264 - Personnel Assistant (Employment) IV	
22.26	
01270 - Production Control Clerk	
17.86	

01290 - Rental Clerk
14.53
01300 - Scheduler, Maintenance
14.53
01311 - Secretary I
14.19
01312 - Secretary II
17.20
01313 - Secretary III
18.29
01314 - Secretary IV
21.37
01315 - Secretary V
25.48
01320 - Service Order Dispatcher
14.51
01341 - Stenographer I
13.56
01342 - Stenographer II
15.24
01400 - Supply Technician
21.37
01420 - Survey Worker (Interviewer)
16.84
01460 - Switchboard Operator-Receptionist
12.39
01510 - Test Examiner
17.02
01520 - Test Proctor
17.02
01531 - Travel Clerk I
11.20
01532 - Travel Clerk II
12.19
01533 - Travel Clerk III
13.01
01611 - Word Processor I
14.40
01612 - Word Processor II
15.40
01613 - Word Processor III
17.70
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
13.98
03041 - Computer Operator I
14.53
03042 - Computer Operator II
16.84
03043 - Computer Operator III
19.53
03044 - Computer Operator IV
23.05
03045 - Computer Operator V
25.52
03071 - Computer Programmer I (1)
17.45
03072 - Computer Programmer II (1)
21.88

03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
15.04
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
21.08
05010 - Automotive Glass Installer
19.73
05040 - Automotive Worker
19.73
05070 - Electrician, Automotive
20.56
05100 - Mobile Equipment Servicer
17.77
05130 - Motor Equipment Metal Mechanic
21.08
05160 - Motor Equipment Metal Worker
19.73
05190 - Motor Vehicle Mechanic
21.08
05220 - Motor Vehicle Mechanic Helper
16.45
05250 - Motor Vehicle Upholstery Worker
18.91
05280 - Motor Vehicle Wrecker
19.73
05310 - Painter, Automotive
20.56
05340 - Radiator Repair Specialist
19.73
05370 - Tire Repairer
15.47
05400 - Transmission Repair Specialist
21.08
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
8.90
07010 - Baker
11.95
07041 - Cook I
11.62
07042 - Cook II
12.88
07070 - Dishwasher
8.06
07130 - Meat Cutter
13.15
07250 - Waiter/Waitress
8.96
09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter
18.59
09040 - Furniture Handler
12.42
09070 - Furniture Refinisher
18.59
09100 - Furniture Refinisher Helper
14.82
09110 - Furniture Repairer, Minor
17.04
09130 - Upholsterer
18.59
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.64
11060 - Elevator Operator
9.59
11090 - Gardener
12.62
11121 - House Keeping Aid I
8.64
11122 - House Keeping Aid II
9.59
11150 - Janitor
9.59
11210 - Laborer, Grounds Maintenance
10.63
11240 - Maid or Houseman
8.64
11270 - Pest Controller
13.16
11300 - Refuse Collector
9.60
11330 - Tractor Operator
11.71
11360 - Window Cleaner
11.31
12000 - Health Occupations
12020 - Dental Assistant
14.77
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.61
12071 - Licensed Practical Nurse I
14.25
12072 - Licensed Practical Nurse II
15.96
12073 - Licensed Practical Nurse III
17.89
12100 - Medical Assistant
12.71
12130 - Medical Laboratory Technician
14.37
12160 - Medical Record Clerk
12.01
12190 - Medical Record Technician
14.48
12221 - Nursing Assistant I
8.28

12222 - Nursing Assistant II
9.32
12223 - Nursing Assistant III
10.16
12224 - Nursing Assistant IV
11.41
12250 - Pharmacy Technician
14.65
12280 - Phlebotomist
12.49
12311 - Registered Nurse I
22.91
12312 - Registered Nurse II
29.20
12313 - Registered Nurse II, Specialist
29.20
12314 - Registered Nurse III
35.64
12315 - Registered Nurse III, Anesthetist
35.64
12316 - Registered Nurse IV
44.19
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
18.98
13011 - Exhibits Specialist I
22.21
13012 - Exhibits Specialist II
27.49
13013 - Exhibits Specialist III
30.99
13041 - Illustrator I
21.88
13042 - Illustrator II
27.11
13043 - Illustrator III
30.56
13047 - Librarian
25.44
13050 - Library Technician
16.27
13071 - Photographer I
16.42
13072 - Photographer II
19.86
13073 - Photographer III
24.61
13074 - Photographer IV
27.74
13075 - Photographer V
33.56
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.52
19040 - Tool and Die Maker
23.95
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
16.28

21020 - Material Coordinator
17.11
21030 - Material Expediter
17.11
21040 - Material Handling Laborer
11.47
21050 - Order Filler
12.38
21071 - Forklift Operator
13.69
21080 - Production Line Worker (Food Processing)
14.22
21100 - Shipping/Receiving Clerk
11.57
21130 - Shipping Packer
11.93
21140 - Store Worker I
9.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.62
21210 - Tools and Parts Attendant
14.35
21400 - Warehouse Specialist
14.22
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
21.21
23040 - Aircraft Mechanic Helper
14.82
23050 - Aircraft Quality Control Inspector
22.08
23060 - Aircraft Servicer
17.04
23070 - Aircraft Worker
17.78
23100 - Appliance Mechanic
18.59
23120 - Bicycle Repairer
15.47
23125 - Cable Splicer
23.50
23130 - Carpenter, Maintenance
20.36
23140 - Carpet Layer
17.78
23160 - Electrician, Maintenance
23.43
23181 - Electronics Technician, Maintenance I
17.47
23182 - Electronics Technician, Maintenance II
22.81
23183 - Electronics Technician, Maintenance III
26.53
23260 - Fabric Worker
17.04
23290 - Fire Alarm System Mechanic
19.75
23310 - Fire Extinguisher Repairer
16.01

23340 - Fuel Distribution System Mechanic
 19.75
 23370 - General Maintenance Worker
 17.78
 23430 - Heavy Equipment Mechanic
 19.90
 23440 - Heavy Equipment Operator
 24.39
 23460 - Instrument Mechanic
 20.16
 23470 - Laborer
 10.57
 23500 - Locksmith
 18.59
 23530 - Machinery Maintenance Mechanic
 19.75
 23550 - Machinist, Maintenance
 20.17
 23580 - Maintenance Trades Helper
 14.82
 23640 - Millwright
 21.56
 23700 - Office Appliance Repairer
 18.59
 23740 - Painter, Aircraft
 18.59
 23760 - Painter, Maintenance
 18.59
 23790 - Pipefitter, Maintenance
 19.82
 23800 - Plumber, Maintenance
 19.04
 23820 - Pneudraulic Systems Mechanic
 19.75
 23850 - Rigger
 21.90
 23870 - Scale Mechanic
 17.78
 23890 - Sheet-Metal Worker, Maintenance
 19.75
 23910 - Small Engine Mechanic
 17.78
 23930 - Telecommunication Mechanic I
 19.75
 23931 - Telecommunication Mechanic II
 21.41
 23950 - Telephone Lineman
 19.75
 23960 - Welder, Combination, Maintenance
 19.75
 23965 - Well Driller
 20.63
 23970 - Woodcraft Worker
 19.75
 23980 - Woodworker
 16.01
 24000 - Personal Needs Occupations
 24570 - Child Care Attendant
 11.36

24580 - Child Care Center Clerk
14.17
24600 - Chore Aid
8.86
24630 - Homemaker
16.98
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
21.49
25040 - Sewage Plant Operator
23.26
25070 - Stationary Engineer
21.49
25190 - Ventilation Equipment Tender
17.08
25210 - Water Treatment Plant Operator
21.30
27000 - Protective Service Occupations
(not set) - Police Officer
29.62
27004 - Alarm Monitor
17.77
27006 - Corrections Officer
23.16
27010 - Court Security Officer
24.80
27040 - Detention Officer
23.16
27070 - Firefighter
24.37
27101 - Guard I
8.51
27102 - Guard II
17.77
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
17.46
28020 - Hatch Tender
17.46
28030 - Line Handler
17.46
28040 - Stevedore I
17.90
28050 - Stevedore II
19.48
29000 - Technical Occupations
21150 - Graphic Artist
23.34
29010 - Air Traffic Control Specialist, Center (2)
31.08
29011 - Air Traffic Control Specialist, Station (2)
21.43
29012 - Air Traffic Control Specialist, Terminal (2)
23.60
29023 - Archeological Technician I
18.35
29024 - Archeological Technician II
20.53

29025 - Archeological Technician III
25.44
29030 - Cartographic Technician
28.74
29035 - Computer Based Training (CBT) Specialist/ Instructor
25.67
29040 - Civil Engineering Technician
25.24
29061 - Drafter I
17.40
29062 - Drafter II
19.52
29063 - Drafter III
23.58
29064 - Drafter IV
29.26
29081 - Engineering Technician I
14.74
29082 - Engineering Technician II
16.56
29083 - Engineering Technician III
19.43
29084 - Engineering Technician IV
23.66
29085 - Engineering Technician V
27.13
29086 - Engineering Technician VI
32.84
29090 - Environmental Technician
21.05
29100 - Flight Simulator/Instructor (Pilot)
30.38
29160 - Instructor
24.35
29210 - Laboratory Technician
16.69
29240 - Mathematical Technician
24.77
29361 - Paralegal/Legal Assistant I
16.63
29362 - Paralegal/Legal Assistant II
19.57
29363 - Paralegal/Legal Assistant III
23.88
29364 - Paralegal/Legal Assistant IV
28.98
29390 - Photooptics Technician
21.21
29480 - Technical Writer
27.46
29491 - Unexploded Ordnance (UXO) Technician I
19.75
29492 - Unexploded Ordnance (UXO) Technician II
23.90
29493 - Unexploded Ordnance (UXO) Technician III
28.64
29494 - Unexploded (UXO) Safety Escort
19.75

29495 - Unexploded (UXO) Sweep Personnel
19.75
29620 - Weather Observer, Senior (3)
20.99
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
18.88
29622 - Weather Observer, Upper Air (3)
18.88
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
15.41
31260 - Parking and Lot Attendant
7.80
31290 - Shuttle Bus Driver
12.23
31300 - Taxi Driver
10.52
31361 - Truckdriver, Light Truck
12.23
31362 - Truckdriver, Medium Truck
16.95
31363 - Truckdriver, Heavy Truck
18.12
31364 - Truckdriver, Tractor-Trailer
18.12
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
9.21
99030 - Cashier
11.33
99041 - Carnival Equipment Operator
11.01
99042 - Carnival Equipment Repairer
11.86
99043 - Carnival Worker
8.35
99050 - Desk Clerk
12.65
99095 - Embalmer
19.16
99300 - Lifeguard
10.38
99310 - Mortician
21.33
99350 - Park Attendant (Aide)
13.03
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
13.64
99500 - Recreation Specialist
16.23
99510 - Recycling Worker
12.66
99610 - Sales Clerk
10.71
99620 - School Crossing Guard (Crosswalk Attendant)
8.87
99630 - Sport Official
10.38

99658 - Survey Party Chief (Chief of Party)
 28.47
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 21.43
 99660 - Surveying Aide
 15.66
 99690 - Swimming Pool Operator
 13.74
 99720 - Vending Machine Attendant
 11.51
 99730 - Vending Machine Repairer
 13.74
 99740 - Vending Machine Repairer Helper
 11.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination.

Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE RATES/SAN DIEGO

WAGE DETERMINATION NO: 94-2057 REV (32) AREA: CA,SAN DIEGO

WAGE DETERMINATION NO: 94-2057 REV (32) AREA: CA,SAN [h0h2](#)DIEGO REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2057
Director	Wage Determinations	Revision No.: 32
		Date Of Last Revision: 06/05/2003

State: California

Area: California Counties of Imperial, [h1h3](#)San Diego

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
10.92	
01012 - Accounting Clerk II	
11.91	
01013 - Accounting Clerk III	
13.91	
01014 - Accounting Clerk IV	
17.29	
01030 - Court Reporter	
15.77	
01050 - Dispatcher, Motor Vehicle	
15.77	
01060 - Document Preparation Clerk	
11.70	
01070 - Messenger (Courier)	
10.86	

01090 - Duplicating Machine Operator
11.70
01110 - Film/Tape Librarian
13.40
01115 - General Clerk I
8.32
01116 - General Clerk II
9.34
01117 - General Clerk III
11.70
01118 - General Clerk IV
13.40
01120 - Housing Referral Assistant
18.99
01131 - Key Entry Operator I
10.96
01132 - Key Entry Operator II
12.43
01191 - Order Clerk I
11.38
01192 - Order Clerk II
14.19
01261 - Personnel Assistant (Employment) I
13.39
01262 - Personnel Assistant (Employment) II
15.60
01263 - Personnel Assistant (Employment) III
18.79
01264 - Personnel Assistant (Employment) IV
21.98
01270 - Production Control Clerk
16.88
01290 - Rental Clerk
13.10
01300 - Scheduler, Maintenance
13.40
01311 - Secretary I
13.40
01312 - Secretary II
15.77
01313 - Secretary III
18.99
01314 - Secretary IV
21.47
01315 - Secretary V
25.37
01320 - Service Order Dispatcher
14.48
01341 - Stenographer I
11.70
01342 - Stenographer II
13.40
01400 - Supply Technician
21.47
01420 - Survey Worker (Interviewer)
15.77
01460 - Switchboard Operator-Receptionist
11.79

01510 - Test Examiner
15.77
01520 - Test Proctor
15.77
01531 - Travel Clerk I
10.45
01532 - Travel Clerk II
11.43
01533 - Travel Clerk III
12.54
01611 - Word Processor I
12.67
01612 - Word Processor II
15.57
01613 - Word Processor III
18.97
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
12.17
03041 - Computer Operator I
13.40
03042 - Computer Operator II
15.52
03043 - Computer Operator III
17.36
03044 - Computer Operator IV
20.39
03045 - Computer Operator V
22.57
03071 - Computer Programmer I (1)
19.68
03072 - Computer Programmer II (1)
24.39
03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
13.78
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
20.03
05010 - Automotive Glass Installer
17.45
05040 - Automotive Worker
17.45
05070 - Electrician, Automotive
18.13
05100 - Mobile Equipment Servicer
16.06
05130 - Motor Equipment Metal Mechanic
18.76

05160 - Motor Equipment Metal Worker
17.45
05190 - Motor Vehicle Mechanic
18.43
05220 - Motor Vehicle Mechanic Helper
15.06
05250 - Motor Vehicle Upholstery Worker
16.81
05280 - Motor Vehicle Wrecker
17.45
05310 - Painter, Automotive
18.46
05340 - Radiator Repair Specialist
17.45
05370 - Tire Repairer
15.52
05400 - Transmission Repair Specialist
18.76
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
8.28
07010 - Baker
12.00
07041 - Cook I
11.04
07042 - Cook II
12.00
07070 - Dishwasher
8.28
07130 - Meat Cutter
14.30
07250 - Waiter/Waitress
8.96
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
18.13
09040 - Furniture Handler
13.02
09070 - Furniture Refinisher
18.13
09100 - Furniture Refinisher Helper
15.06
09110 - Furniture Repairer, Minor
16.81
09130 - Upholsterer
18.13
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.77
11060 - Elevator Operator
9.11
11090 - Gardener
12.14
11121 - House Keeping Aid I
8.36
11122 - House Keeping Aid II
9.23
11150 - Janitor
9.22

11210 - Laborer, Grounds Maintenance
10.85
11240 - Maid or Houseman
8.36
11270 - Pest Controller
11.56
11300 - Refuse Collector
10.47
11330 - Tractor Operator
11.40
11360 - Window Cleaner
10.69
12000 - Health Occupations
12020 - Dental Assistant
16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.50
12071 - Licensed Practical Nurse I
12.34
12072 - Licensed Practical Nurse II
13.84
12073 - Licensed Practical Nurse III
15.52
12100 - Medical Assistant
11.80
12130 - Medical Laboratory Technician
15.04
12160 - Medical Record Clerk
13.89
12190 - Medical Record Technician
14.58
12221 - Nursing Assistant I
7.83
12222 - Nursing Assistant II
8.86
12223 - Nursing Assistant III
9.60
12224 - Nursing Assistant IV
10.80
12250 - Pharmacy Technician
14.53
12280 - Phlebotomist
14.34
12311 - Registered Nurse I
23.22
12312 - Registered Nurse II
27.35
12313 - Registered Nurse II, Specialist
27.35
12314 - Registered Nurse III
32.49
12315 - Registered Nurse III, Anesthetist
32.49
12316 - Registered Nurse IV
38.94
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
19.52

13011 - Exhibits Specialist I
16.76
13012 - Exhibits Specialist II
19.53
13013 - Exhibits Specialist III
23.89
13041 - Illustrator I
17.97
13042 - Illustrator II
20.93
13043 - Illustrator III
25.61
13047 - Librarian
25.37
13050 - Library Technician
13.58
13071 - Photographer I
13.02
13072 - Photographer II
16.76
13073 - Photographer III
19.53
13074 - Photographer IV
23.89
13075 - Photographer V
28.91
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.97
15030 - Counter Attendant
7.97
15040 - Dry Cleaner
9.93
15070 - Finisher, Flatwork, Machine
7.97
15090 - Presser, Hand
7.97
15100 - Presser, Machine, Drycleaning
7.97
15130 - Presser, Machine, Shirts
7.97
15160 - Presser, Machine, Wearing Apparel, Laundry
7.97
15190 - Sewing Machine Operator
10.57
15220 - Tailor
11.20
15250 - Washer, Machine
8.65
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.13
19040 - Tool and Die Maker
22.25
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
19.17
21020 - Material Coordinator
15.51

21030 - Material Expediter
15.51
21040 - Material Handling Laborer
9.82
21050 - Order Filler
10.93
21071 - Forklift Operator
13.93
21080 - Production Line Worker (Food Processing)
13.93
21100 - Shipping/Receiving Clerk
11.60
21130 - Shipping Packer
12.96
21140 - Store Worker I
9.76
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.85
21210 - Tools and Parts Attendant
12.95
21400 - Warehouse Specialist
13.93
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.78
23040 - Aircraft Mechanic Helper
15.36
23050 - Aircraft Quality Control Inspector
21.67
23060 - Aircraft Servicer
17.14
23070 - Aircraft Worker
17.79
23100 - Appliance Mechanic
18.13
23120 - Bicycle Repairer
15.52
23125 - Cable Splicer
21.57
23130 - Carpenter, Maintenance
18.13
23140 - Carpet Layer
17.45
23160 - Electrician, Maintenance
20.26
23181 - Electronics Technician, Maintenance I
14.23
23182 - Electronics Technician, Maintenance II
20.68
23183 - Electronics Technician, Maintenance III
24.77
23260 - Fabric Worker
16.81
23290 - Fire Alarm System Mechanic
18.76
23310 - Fire Extinguisher Repairer
16.12
23340 - Fuel Distribution System Mechanic
22.39

23370 - General Maintenance Worker
17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic
18.76
23430 - Heavy Equipment Mechanic
20.37
23440 - Heavy Equipment Operator
24.65
23460 - Instrument Mechanic
20.14
23470 - Laborer
10.95
23500 - Locksmith
18.13
23530 - Machinery Maintenance Mechanic
22.42
23550 - Machinist, Maintenance
18.96
23580 - Maintenance Trades Helper
15.06
23640 - Millwright
23.50
23700 - Office Appliance Repairer
19.34
23740 - Painter, Aircraft
18.46
23760 - Painter, Maintenance
18.13
23790 - Pipefitter, Maintenance
19.55
23800 - Plumber, Maintenance
18.89
23820 - Pneudraulic Systems Mechanic
20.14
23850 - Rigger
18.76
23870 - Scale Mechanic
18.33
23890 - Sheet-Metal Worker, Maintenance
18.76
23910 - Small Engine Mechanic
17.45
23930 - Telecommunication Mechanic I
19.76
23931 - Telecommunication Mechanic II
22.91
23950 - Telephone Lineman
19.76
23960 - Welder, Combination, Maintenance
18.76
23965 - Well Driller
19.74
23970 - Woodcraft Worker
20.14
23980 - Woodworker
16.06
24000 - Personal Needs Occupations
24570 - Child Care Attendant
9.60

24580 - Child Care Center Clerk
13.39
24600 - Chore Aid
9.19
24630 - Homemaker
16.79
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
22.70
25040 - Sewage Plant Operator
23.28
25070 - Stationary Engineer
22.75
25190 - Ventilation Equipment Tender
16.57
25210 - Water Treatment Plant Operator
23.28
27000 - Protective Service Occupations
(not set) - Police Officer
25.70
27004 - Alarm Monitor
19.44
27006 - Corrections Officer
20.59
27010 - Court Security Officer
22.34
27040 - Detention Officer
22.34
27070 - Firefighter
20.71
27101 - Guard I
9.13
27102 - Guard II
17.44
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
16.80
28020 - Hatch Tender
16.13
28030 - Line Handler
16.13
28040 - Stevedore I
16.24
28050 - Stevedore II
18.17
29000 - Technical Occupations
21150 - Graphic Artist
20.28
29010 - Air Traffic Control Specialist, Center (2)
30.18
29011 - Air Traffic Control Specialist, Station (2)
20.82
29012 - Air Traffic Control Specialist, Terminal (2)
22.93
29023 - Archeological Technician I
17.17
29024 - Archeological Technician II
19.21

29025 - Archeological Technician III
 23.80
 29030 - Cartographic Technician
 22.77
 29035 - Computer Based Training (CBT) Specialist/ Instructor
 26.13
 29040 - Civil Engineering Technician
 22.87
 29061 - Drafter I
 13.34
 29062 - Drafter II
 14.98
 29063 - Drafter III
 19.27
 29064 - Drafter IV
 22.46
 29081 - Engineering Technician I
 14.99
 29082 - Engineering Technician II
 16.83
 29083 - Engineering Technician III
 20.26
 29084 - Engineering Technician IV
 24.68
 29085 - Engineering Technician V
 30.06
 29086 - Engineering Technician VI
 36.39
 29090 - Environmental Technician
 18.18
 29100 - Flight Simulator/Instructor (Pilot)
 30.38
 29160 - Instructor
 23.75
 29210 - Laboratory Technician
 18.27
 29240 - Mathematical Technician
 23.52
 29361 - Paralegal/Legal Assistant I
 17.86
 29362 - Paralegal/Legal Assistant II
 22.39
 29363 - Paralegal/Legal Assistant III
 27.39
 29364 - Paralegal/Legal Assistant IV
 33.13
 29390 - Photooptics Technician
 21.92
 29480 - Technical Writer
 25.76
 29491 - Unexploded Ordnance (UXO) Technician I
 19.18
 29492 - Unexploded Ordnance (UXO) Technician II
 23.21
 29493 - Unexploded Ordnance (UXO) Technician III
 27.82
 29494 - Unexploded (UXO) Safety Escort
 19.18

29495 - Unexploded (UXO) Sweep Personnel
19.18
29620 - Weather Observer, Senior (3)
19.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.40
29622 - Weather Observer, Upper Air (3)
17.40
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
13.49
31260 - Parking and Lot Attendant
8.08
31290 - Shuttle Bus Driver
11.47
31300 - Taxi Driver
9.30
31361 - Truckdriver, Light Truck
11.33
31362 - Truckdriver, Medium Truck
14.89
31363 - Truckdriver, Heavy Truck
15.83
31364 - Truckdriver, Tractor-Trailer
15.83
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
9.66
99030 - Cashier
10.94
99041 - Carnival Equipment Operator
11.56
99042 - Carnival Equipment Repairer
12.32
99043 - Carnival Worker
8.28
99050 - Desk Clerk
10.06
99095 - Embalmer
19.62
99300 - Lifeguard
10.08
99310 - Mortician
19.62
99350 - Park Attendant (Aide)
12.66
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.63
99500 - Recreation Specialist
13.95
99510 - Recycling Worker
13.15
99610 - Sales Clerk
10.92
99620 - School Crossing Guard (Crosswalk Attendant)
8.28
99630 - Sport Official
10.08

99658 - Survey Party Chief (Chief of Party)
 21.91
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 19.92
 99660 - Surveying Aide
 14.31
 99690 - Swimming Pool Operator
 12.70
 99720 - Vending Machine Attendant
 11.97
 99730 - Vending Machine Repairer
 13.85
 99740 - Vending Machine Repairer Helper
 11.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination.

Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE RATES/SANTA BARBARA

WAGE DETERMINATION NO: 94-2063 REV (20) AREA: CA,SANTA BARBARA

WAGE DETERMINATION NO: 94-2063 REV (20) AREA: CA, SANTA [h0h2](#)BARBARA REGISTER OF
WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2063
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 05/30/2003

State: California

Area: California Counties of San Luis Obispo, [h1h3](#)Santa
Barbara

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
10.23	
01012 - Accounting Clerk II	
11.67	
01013 - Accounting Clerk III	
13.73	
01014 - Accounting Clerk IV	
15.34	
01030 - Court Reporter	
15.41	
01050 - Dispatcher, Motor Vehicle	
14.62	
01060 - Document Preparation Clerk	
11.67	
01070 - Messenger (Courier)	
10.47	

01090 - Duplicating Machine Operator
11.67
01110 - Film/Tape Librarian
14.09
01115 - General Clerk I
10.06
01116 - General Clerk II
11.17
01117 - General Clerk III
13.49
01118 - General Clerk IV
15.36
01120 - Housing Referral Assistant
18.88
01131 - Key Entry Operator I
11.62
01132 - Key Entry Operator II
13.12
01191 - Order Clerk I
10.75
01192 - Order Clerk II
12.29
01261 - Personnel Assistant (Employment) I
13.48
01262 - Personnel Assistant (Employment) II
15.17
01263 - Personnel Assistant (Employment) III
16.56
01264 - Personnel Assistant (Employment) IV
18.56
01270 - Production Control Clerk
17.68
01290 - Rental Clerk
11.42
01300 - Scheduler, Maintenance
14.20
01311 - Secretary I
14.20
01312 - Secretary II
15.76
01313 - Secretary III
18.88
01314 - Secretary IV
20.20
01315 - Secretary V
21.56
01320 - Service Order Dispatcher
13.96
01341 - Stenographer I
12.91
01342 - Stenographer II
14.92
01400 - Supply Technician
18.46
01420 - Survey Worker (Interviewer)
17.33
01460 - Switchboard Operator-Receptionist
10.84

01510 - Test Examiner
15.76
01520 - Test Proctor
15.76
01531 - Travel Clerk I
10.44
01532 - Travel Clerk II
10.99
01533 - Travel Clerk III
11.67
01611 - Word Processor I
12.99
01612 - Word Processor II
15.63
01613 - Word Processor III
16.40
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
14.36
03041 - Computer Operator I
12.39
03042 - Computer Operator II
16.94
03043 - Computer Operator III
18.80
03044 - Computer Operator IV
20.87
03045 - Computer Operator V
23.17
03071 - Computer Programmer I (1)
16.60
03072 - Computer Programmer II (1)
22.62
03073 - Computer Programmer III (1)
26.36
03074 - Computer Programmer IV (1)
30.38
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
12.35
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
21.15
05010 - Automotive Glass Installer
17.70
05040 - Automotive Worker
17.70
05070 - Electrician, Automotive
18.48
05100 - Mobile Equipment Servicer
16.12
05130 - Motor Equipment Metal Mechanic
19.23

05160 - Motor Equipment Metal Worker
17.70
05190 - Motor Vehicle Mechanic
17.48
05220 - Motor Vehicle Mechanic Helper
13.96
05250 - Motor Vehicle Upholstery Worker
16.83
05280 - Motor Vehicle Wrecker
17.70
05310 - Painter, Automotive
18.48
05340 - Radiator Repair Specialist
17.70
05370 - Tire Repairer
14.15
05400 - Transmission Repair Specialist
17.48
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
9.00
07010 - Baker
13.21
07041 - Cook I
12.02
07042 - Cook II
13.21
07070 - Dishwasher
9.00
07130 - Meat Cutter
16.94
07250 - Waiter/Waitress
9.95
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
16.80
09040 - Furniture Handler
12.16
09070 - Furniture Refinisher
18.37
09100 - Furniture Refinisher Helper
14.84
09110 - Furniture Repairer, Minor
16.80
09130 - Upholsterer
18.37
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.00
11060 - Elevator Operator
11.10
11090 - Gardener
14.05
11121 - House Keeping Aid I
8.07
11122 - House Keeping Aid II
9.17
11150 - Janitor
10.21

11210 - Laborer, Grounds Maintenance
11.64
11240 - Maid or Houseman
8.07
11270 - Pest Controller
14.40
11300 - Refuse Collector
14.40
11330 - Tractor Operator
13.38
11360 - Window Cleaner
11.29
12000 - Health Occupations
12020 - Dental Assistant
15.19
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.10
12071 - Licensed Practical Nurse I
14.28
12072 - Licensed Practical Nurse II
16.02
12073 - Licensed Practical Nurse III
17.93
12100 - Medical Assistant
14.19
12130 - Medical Laboratory Technician
12.90
12160 - Medical Record Clerk
12.90
12190 - Medical Record Technician
13.53
12221 - Nursing Assistant I
8.15
12222 - Nursing Assistant II
9.17
12223 - Nursing Assistant III
10.00
12224 - Nursing Assistant IV
11.22
12250 - Pharmacy Technician
13.38
12280 - Phlebotomist
11.58
12311 - Registered Nurse I
19.43
12312 - Registered Nurse II
23.75
12313 - Registered Nurse II, Specialist
23.75
12314 - Registered Nurse III
28.72
12315 - Registered Nurse III, Anesthetist
28.72
12316 - Registered Nurse IV
34.43
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
22.03

13011 - Exhibits Specialist I
18.23
13012 - Exhibits Specialist II
22.68
13013 - Exhibits Specialist III
24.75
13041 - Illustrator I
17.62
13042 - Illustrator II
22.26
13043 - Illustrator III
23.04
13047 - Librarian
20.64
13050 - Library Technician
14.06
13071 - Photographer I
15.22
13072 - Photographer II
17.01
13073 - Photographer III
21.69
13074 - Photographer IV
24.47
13075 - Photographer V
29.01
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.87
15030 - Counter Attendant
7.87
15040 - Dry Cleaner
9.45
15070 - Finisher, Flatwork, Machine
8.30
15090 - Presser, Hand
8.30
15100 - Presser, Machine, Drycleaning
8.25
15130 - Presser, Machine, Shirts
8.30
15160 - Presser, Machine, Wearing Apparel, Laundry
8.30
15190 - Sewing Machine Operator
10.02
15220 - Tailor
12.02
15250 - Washer, Machine
8.36
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.22
19040 - Tool and Die Maker
21.53
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
16.90
21020 - Material Coordinator
17.11

21030 - Material Expediter
17.68
21040 - Material Handling Laborer
11.90
21050 - Order Filler
13.74
21071 - Forklift Operator
13.56
21080 - Production Line Worker (Food Processing)
14.84
21100 - Shipping/Receiving Clerk
12.17
21130 - Shipping Packer
12.83
21140 - Store Worker I
9.50
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.83
21210 - Tools and Parts Attendant
14.84
21400 - Warehouse Specialist
14.52
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.91
23040 - Aircraft Mechanic Helper
16.24
23050 - Aircraft Quality Control Inspector
21.79
23060 - Aircraft Servicer
18.38
23070 - Aircraft Worker
19.23
23100 - Appliance Mechanic
18.48
23120 - Bicycle Repairer
14.15
23125 - Cable Splicer
20.91
23130 - Carpenter, Maintenance
22.20
23140 - Carpet Layer
17.33
23160 - Electrician, Maintenance
23.42
23181 - Electronics Technician, Maintenance I
19.80
23182 - Electronics Technician, Maintenance II
21.58
23183 - Electronics Technician, Maintenance III
24.16
23260 - Fabric Worker
18.38
23290 - Fire Alarm System Mechanic
20.91
23310 - Fire Extinguisher Repairer
16.84
23340 - Fuel Distribution System Mechanic
22.15

23370 - General Maintenance Worker
17.70
23400 - Heating, Refrigeration and Air Conditioning Mechanic
20.04
23430 - Heavy Equipment Mechanic
19.09
23440 - Heavy Equipment Operator
21.80
23460 - Instrument Mechanic
20.91
23470 - Laborer
10.36
23500 - Locksmith
18.37
23530 - Machinery Maintenance Mechanic
23.06
23550 - Machinist, Maintenance
18.84
23580 - Maintenance Trades Helper
13.96
23640 - Millwright
20.91
23700 - Office Appliance Repairer
20.09
23740 - Painter, Aircraft
20.10
23760 - Painter, Maintenance
16.80
23790 - Pipefitter, Maintenance
23.68
23800 - Plumber, Maintenance
22.74
23820 - Pneudraulic Systems Mechanic
20.91
23850 - Rigger
20.91
23870 - Scale Mechanic
19.22
23890 - Sheet-Metal Worker, Maintenance
19.11
23910 - Small Engine Mechanic
19.22
23930 - Telecommunication Mechanic I
20.91
23931 - Telecommunication Mechanic II
21.52
23950 - Telephone Lineman
20.91
23960 - Welder, Combination, Maintenance
17.48
23965 - Well Driller
20.91
23970 - Woodcraft Worker
20.91
23980 - Woodworker
16.75
24000 - Personal Needs Occupations
24570 - Child Care Attendant
10.52

24580 - Child Care Center Clerk
13.83
24600 - Chore Aid
10.21
24630 - Homemaker
15.36
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
20.91
25040 - Sewage Plant Operator
21.11
25070 - Stationary Engineer
20.91
25190 - Ventilation Equipment Tender
15.54
25210 - Water Treatment Plant Operator
21.24
27000 - Protective Service Occupations
(not set) - Police Officer
25.26
27004 - Alarm Monitor
13.17
27006 - Corrections Officer
23.20
27010 - Court Security Officer
23.20
27040 - Detention Officer
23.20
27070 - Firefighter
21.08
27101 - Guard I
9.79
27102 - Guard II
10.41
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
19.22
28020 - Hatch Tender
18.04
28030 - Line Handler
18.04
28040 - Stevedore I
17.75
28050 - Stevedore II
19.40
29000 - Technical Occupations
21150 - Graphic Artist
19.62
29010 - Air Traffic Control Specialist, Center (2)
31.08
29011 - Air Traffic Control Specialist, Station (2)
21.43
29012 - Air Traffic Control Specialist, Terminal (2)
23.60
29023 - Archeological Technician I
16.06
29024 - Archeological Technician II
17.96

29025 - Archeological Technician III
 22.26
 29030 - Cartographic Technician
 23.79
 29035 - Computer Based Training (CBT) Specialist/ Instructor
 24.81
 29040 - Civil Engineering Technician
 21.45
 29061 - Drafter I
 14.51
 29062 - Drafter II
 16.27
 29063 - Drafter III
 18.23
 29064 - Drafter IV
 22.26
 29081 - Engineering Technician I
 15.37
 29082 - Engineering Technician II
 17.90
 29083 - Engineering Technician III
 19.62
 29084 - Engineering Technician IV
 25.16
 29085 - Engineering Technician V
 30.88
 29086 - Engineering Technician VI
 37.37
 29090 - Environmental Technician
 18.72
 29100 - Flight Simulator/Instructor (Pilot)
 27.62
 29160 - Instructor
 23.12
 29210 - Laboratory Technician
 16.90
 29240 - Mathematical Technician
 19.07
 29361 - Paralegal/Legal Assistant I
 15.91
 29362 - Paralegal/Legal Assistant II
 20.32
 29363 - Paralegal/Legal Assistant III
 24.83
 29364 - Paralegal/Legal Assistant IV
 30.03
 29390 - Photooptics Technician
 20.78
 29480 - Technical Writer
 25.83
 29491 - Unexploded Ordnance (UXO) Technician I
 19.75
 29492 - Unexploded Ordnance (UXO) Technician II
 23.90
 29493 - Unexploded Ordnance (UXO) Technician III
 28.64
 29494 - Unexploded (UXO) Safety Escort
 19.75

29495 - Unexploded (UXO) Sweep Personnel
19.75
29620 - Weather Observer, Senior (3)
19.54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.58
29622 - Weather Observer, Upper Air (3)
17.58
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
16.61
31260 - Parking and Lot Attendant
7.58
31290 - Shuttle Bus Driver
11.34
31300 - Taxi Driver
11.21
31361 - Truckdriver, Light Truck
11.20
31362 - Truckdriver, Medium Truck
16.10
31363 - Truckdriver, Heavy Truck
16.93
31364 - Truckdriver, Tractor-Trailer
16.93
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
11.11
99030 - Cashier
9.18
99041 - Carnival Equipment Operator
15.15
99042 - Carnival Equipment Repairer
15.89
99043 - Carnival Worker
10.35
99050 - Desk Clerk
10.52
99095 - Embalmer
18.74
99300 - Lifeguard
10.38
99310 - Mortician
19.75
99350 - Park Attendant (Aide)
13.03
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.92
99500 - Recreation Specialist
14.57
99510 - Recycling Worker
18.34
99610 - Sales Clerk
10.22
99620 - School Crossing Guard (Crosswalk Attendant)
10.28
99630 - Sport Official
10.38

99658 - Survey Party Chief (Chief of Party)
 20.86
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 18.84
 99660 - Surveying Aide
 13.74
 99690 - Swimming Pool Operator
 15.28
 99720 - Vending Machine Attendant
 13.89
 99730 - Vending Machine Repairer
 16.03
 99740 - Vending Machine Repairer Helper
 13.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
 (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination.

Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.


**PACIFIC
OCEAN**

CALIFORNIA

NEVADA

UTAH

**NEW
MEXICO**

ARIZONA

MEXICO

**US Army Corps
of Engineers**
Los Angeles District

**Los Angeles District
US Army Corps of Engineers**



Las Vegas

Barstow

St. George

Santa Barbara

Los Angeles

San Diego

Yuma

Phoenix

Tucson

Example of QPF Format

Quantative Precipitation Forecast
Issued 0850 03 March 2001

Descriptive notes about the forecast go here. The 3-hour time intervals shown in this example are typically acceptable for most storms but the government may request a shorter time interval (minimum 1-hour) at any time. The contractor, at his discretion, can use smaller time intervals at any time to better define the forecasted rainfall.

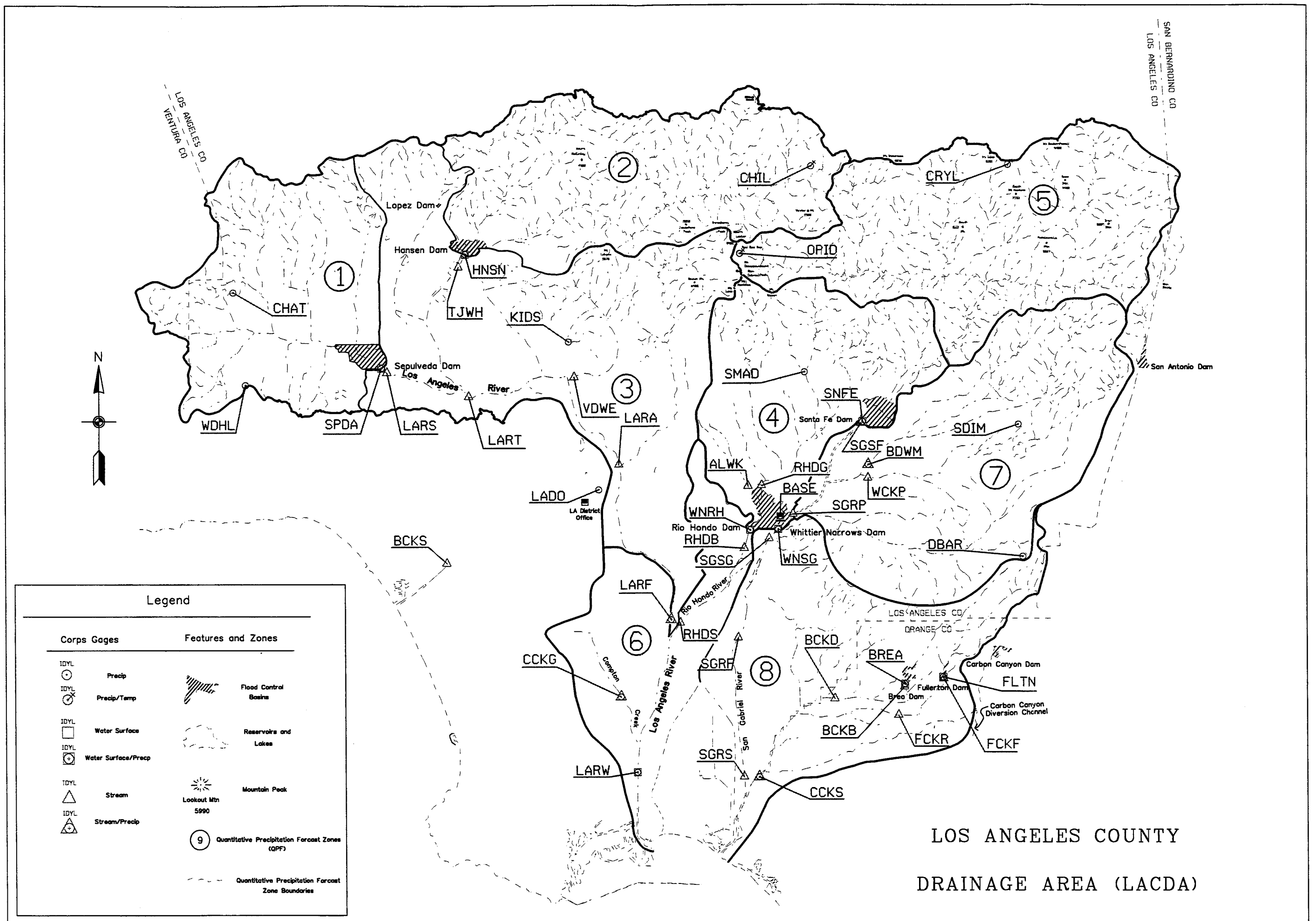
Basin or Area	Forecasted Rainfall in Inches									Total Precp	Probability (%)				Next 24 hrs	2-5 Day Outlook
	Beginning: 03 March 2001															
	6to 9	9to 12	12to 15	15to 18	18to 21	21to 24	0to 3	3to 6	6to 9							
San Luis Obispo, Santa Barbara, and Ventura Counties																
SLUIS	.10	.20	.35	.65	.90	.40	.30	.10	.05	3.05	5	10	25	60		.90
SBARB	.02	.15	.30	.55	.65	.30	.20	.10		2.27	5	10	25	60		.80
TWTCL	.02	.15	.30	.50	.60	.25	.15			1.97	5	10	25	60		.75
SYNEZ	.01	.10	.27	.37	.43	.18	.10			1.46	5	10	25	60		.60
VENTR		.05	.22	.33	.40	.15	.10			1.25	5	15	30	50		.50
Los Angeles County Drainage Area (LACDA)																
LA01		.01	.20	.75	.80	1.10	.55	.15	.08	3.64	5	10	30	55		.50
LA02		.05	.20	.80	.90	1.25	.60	.20	.10	4.10	5	10	25	60		.60
LA03		.04	.15	.65	.75	1.00	.45	.15	.07	3.26	5	10	30	55		.50
LA04		.07	.18	.70	.80	1.08	.50	.18	.08	3.59	5	10	30	55		.50
LA05		.05	.25	.85	.95	1.30	.65	.25	.10	4.40	5	10	25	60		.60
LA06		.01	.11	.40	.50	.65	.35	.12	.02	2.16	5	10	35	50		.30
LA07		.07	.18	.70	.80	1.10	.55	.20	.09	3.69	5	10	30	55		.50
LA08		.01	.10	.40	.50	.65	.30	.10	.01	2.07	5	10	35	60		.30
Santa Ana River Basin																
SA01			.03	.10	.50	.55	.70	.40	.20	2.48	5	10	30	55		.20
SA02			.01	.10	.45	.50	.60	.30	.10	2.06	5	10	40	45		.15
SA03			.03	.10	.50	.55	.75	.40	.20	2.53	5	10	25	60		.20
SA04			.01	.10	.30	.40	.35	.20	.10	1.46	5	10	60	25		.10
SA05			.01	.05	.25	.30	.40	.20	.10	1.31	5	10	60	25		.10
SA06			.01	.05	.25	.30	.35	.20	.10	1.26	5	10	60	25		.10
SA07			.01	.10	.35	.40	.55	.30	.10	1.81	5	10	60	25		.15
SA08				.01	.05	.15	.30	.20	.05	0.76	15	80	5			.05
SA09				.01	.05	.10	.25	.15	.05	0.61	15	80	5			.05
San Diego County																
SDNOR			.01	.05	.10	.10	.20	.25	.1	0.81	25	70	5			
SDSOU			.01	.05	.10	.10	.20	.25	.1	0.81	25	70	5			
Arizona																
ALAMO																
ROOSV																
VERDE																
SALT																
AGUA																
COOL																
SCRUZ																
PTRK																
LGILA						.2	.2	.2		.60						
SNOW LEVELS (Thousands of feet above Sea Level)																
SOCAL	8	8	8	8	7	6	5	5	5							
AZ	8	8	8	8	8	8	8	8	8							

Enclosure 2

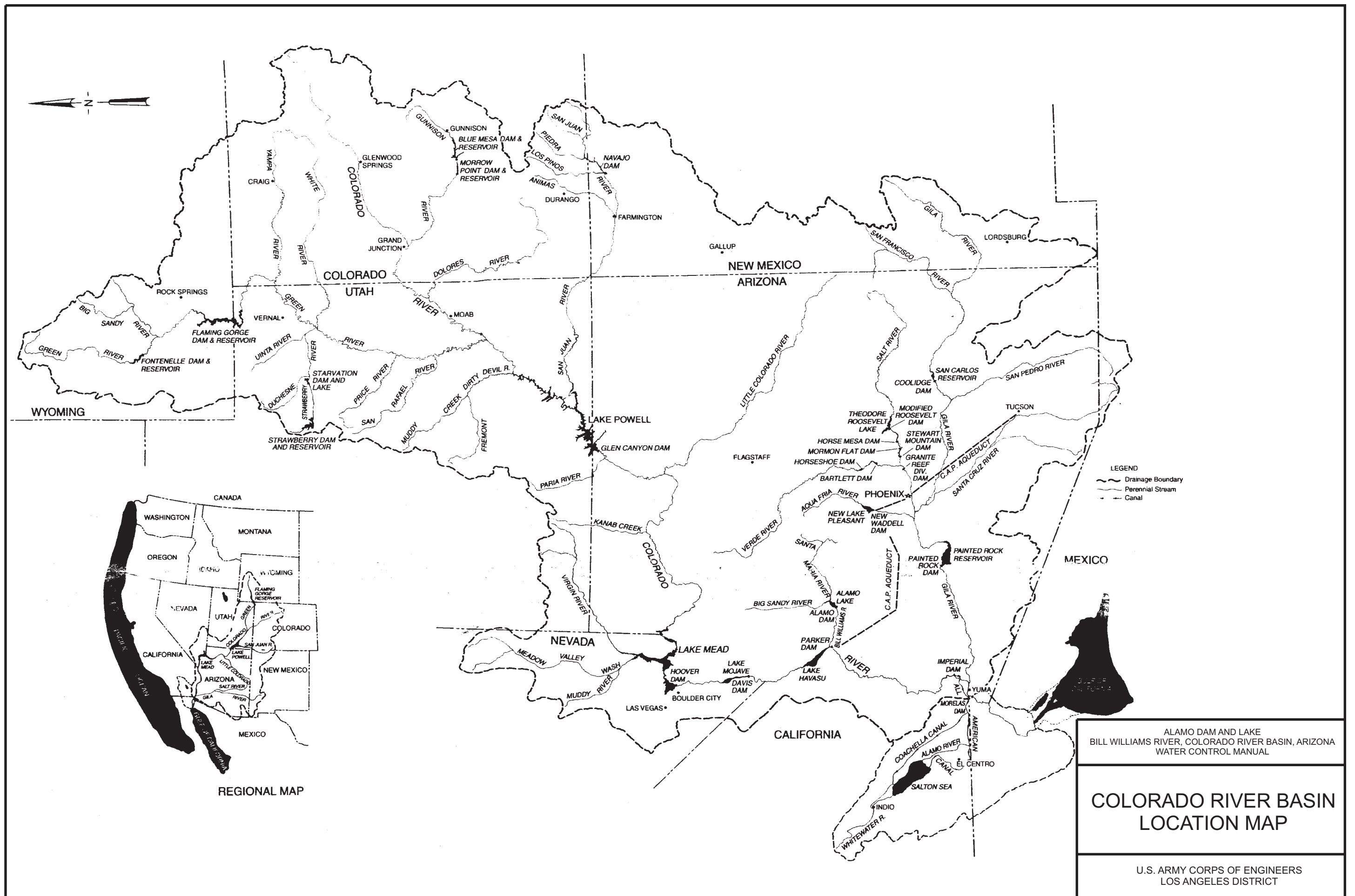
List of Basins/Areas Used in Quantitative Precipitation Estimates and Forecasts

1.	Southern California Region	
	SLUIS	San Luis Obispo County
	SBARB	Santa Barbara County Coastal drainages
	TWTCL	Twitchell Dam Basin
	SYNEZ	Santa Ynez River
	VENTR	Ventura County, Ventura River
	SP	Sespe/Santa Paula Creeks
	SCR	Santa Clara River
	CG	Callegaus Creek
	LA01	LACDA Zone 1: Los Angeles River above Sepulveda Dam
	LA02	LACDA Zone 2: Tujunga Wash above Hansen Dam; Pacoima above Pacoima Dam
	LA03	LACDA Zone 3: Los Angeles River below Sepulveda and Hansen Dams to Firestone.
	LA04	LACDA Zone 4: Rio Hondo above Whittier Narrows Dam
	LA05	LACDA Zone 5: San Gabriel River above Morris Dam
	LA06	LACDA Zone 6: Los Angeles River below Firestone; Rio Hondo below Whittier Narrows
	LA07	LACDA Zone 7: San Gabriel River between Santa Fe and Whittier Narrows Dams
	LA08	LACDA Zone 8: San Gabriel River below Whittier Narrows including Brea and Fullerton Dam drainages
	SA01	Santa Ana River Zone 1: San Bernardino Mountains
	SA02	Santa Ana River Zone 2: San Timeteo Watershed
	SA03	Santa Ana River Zone 3: San Gabriel Mountains
	SA04	Santa Ana River Zone 4: Northwestern Valleys above Prado Dam
	SA05	Santa Ana River Zone 5: Santa Ana Mountains: Temescal and Coastal Drainages
	SA06	Santa Ana River Zone 6: Santa Ana River below Prado dam and Carbon Canyon
	SA07	Santa Ana River Zone 7: Northeastern Valleys above Prado Dam
	SA08	Santa Ana River Zone 8: Lower San Jacinto River
	SA09	Santa Ana River Zone 9: Upper San Jacinto River
	SDNOR	San Diego County: Northern Drainages
	SDSOU	San Diego County: Southern Drainages
2.	Arizona Region	
	ALMO	Alamo Dam Basin
	ROOSV	Roosevelt Dam Basin
	VERDE	Verde River Basin
	SALT	Salt River Basin
	AGUA	Agua Fria Basin
	COOL	Upper Gila River above Coolidge Dam
	SCRUZ	Santa Cruz River Basin
	PTRK	Gila River above Painted Rock Dam
	LGILA	Lower Gila River below Painted Rock Dam
3.	Nevada Region	
	LV	Las Vegas & vicinity
	PM	Pine & Mathews Canyon Dams

Enclosure 2 (cont.)



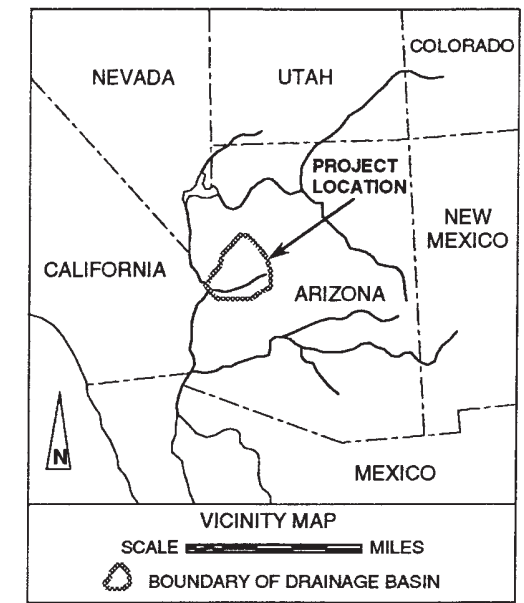
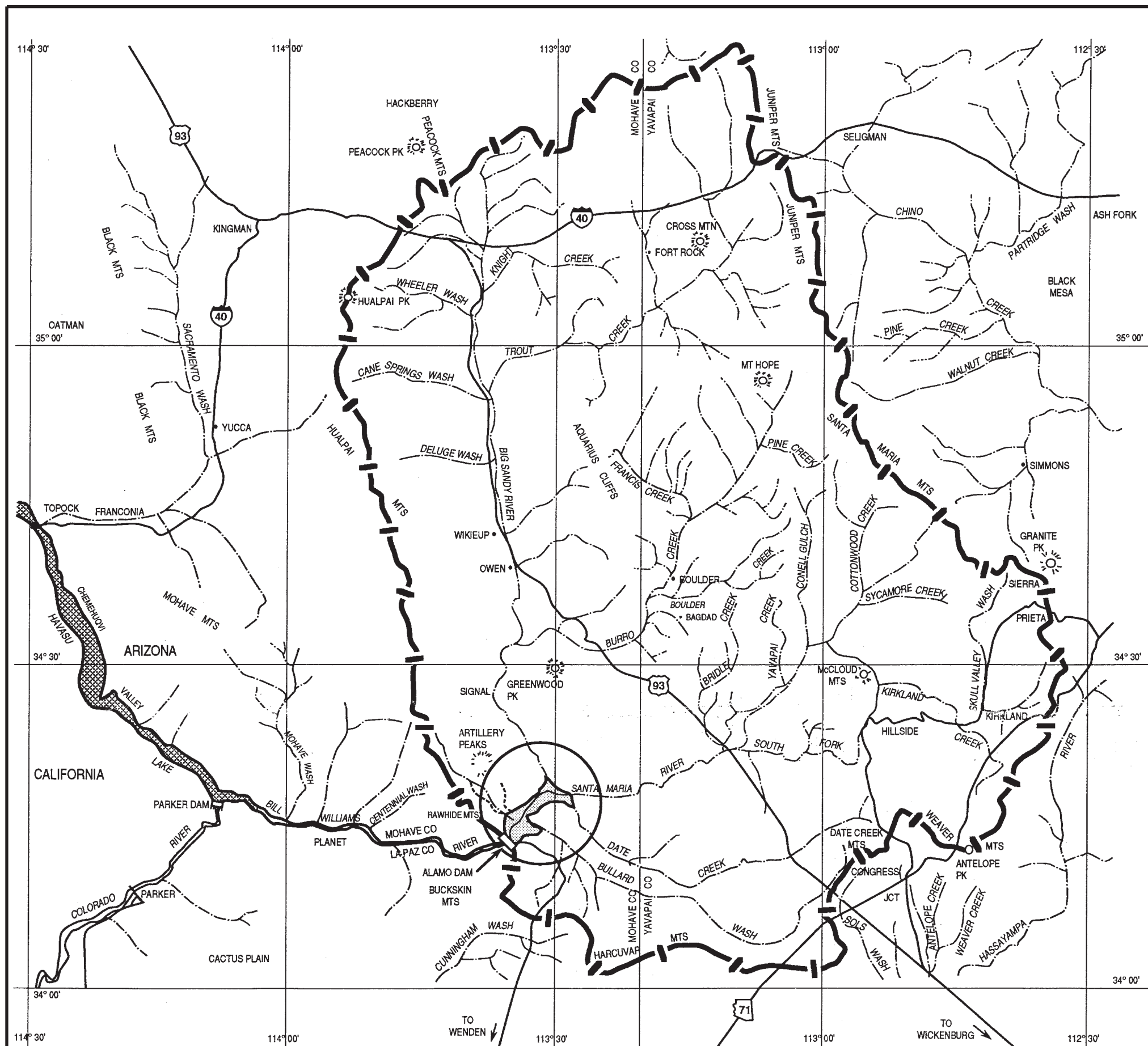




ALAMO DAM AND LAKE
BILL WILLIAMS RIVER, COLORADO RIVER BASIN, ARIZONA
WATER CONTROL MANUAL

COLORADO RIVER BASIN LOCATION MAP

U.S. ARMY CORPS OF ENGINEERS
LOS ANGELES DISTRICT

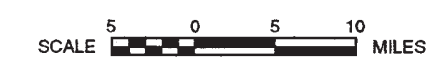


LEGEND

- BOUNDARY OF DRAINAGE AREA
- INTERSTATE HIGHWAY
- U.S. HIGHWAY
- ARIZONA HIGHWAY

NOTE:

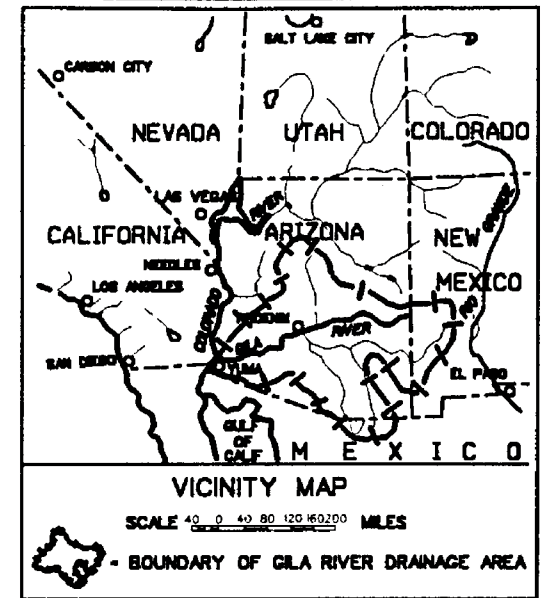
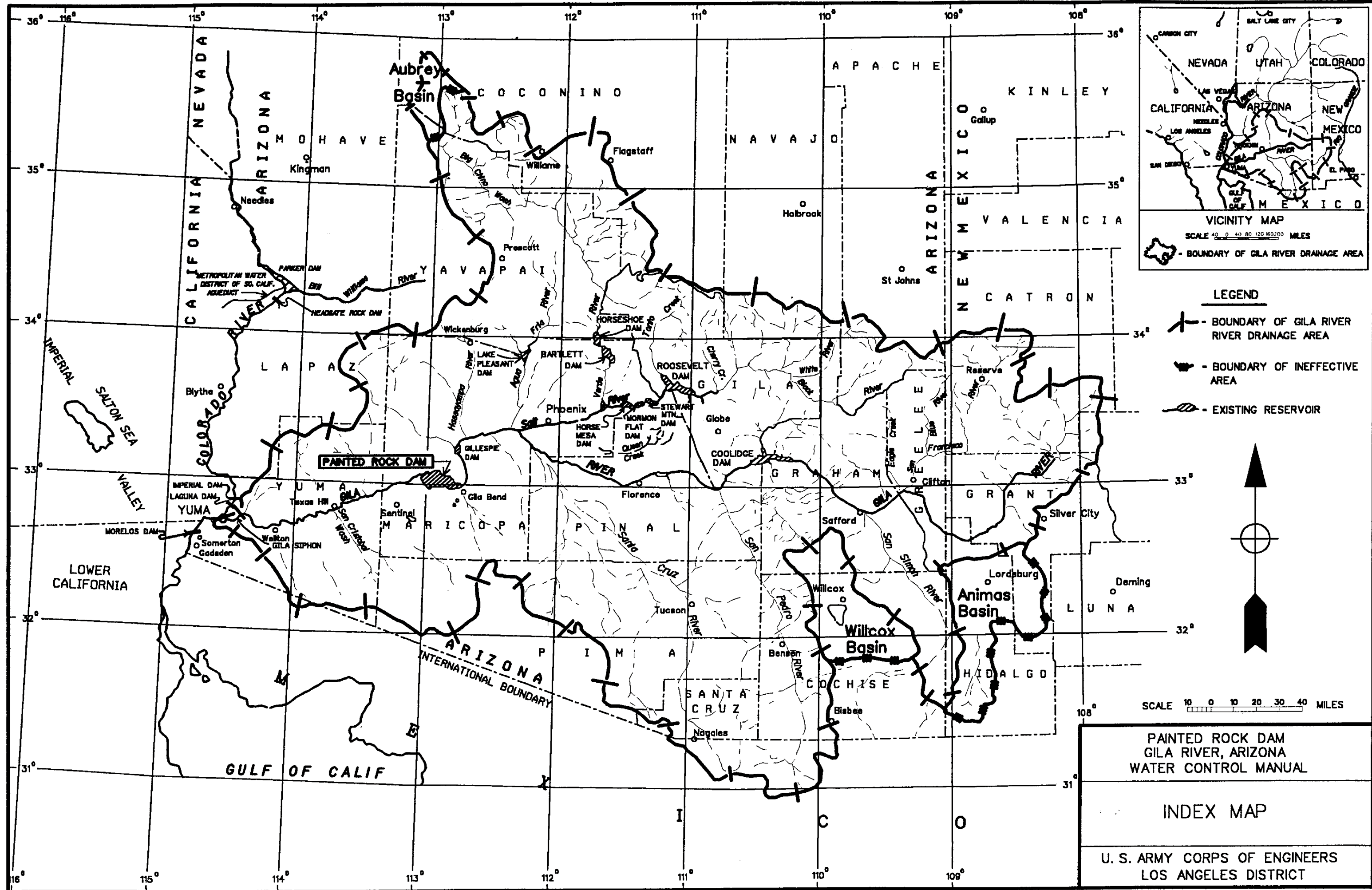
BASE MAP TRACED FROM AN ENLARGEMENT OF A PORTION OF U.S.G.S. MAP (SCALE 1:300,000) OF STATE OF ARIZONA



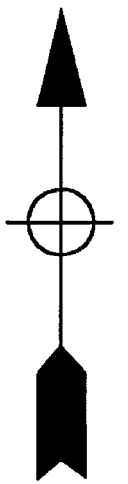
ALAMO DAM AND LAKE
BILL WILLIAMS RIVER, COLORADO RIVER BASIN, ARIZONA
WATER CONTROL MANUAL

PROJECT LOCATION

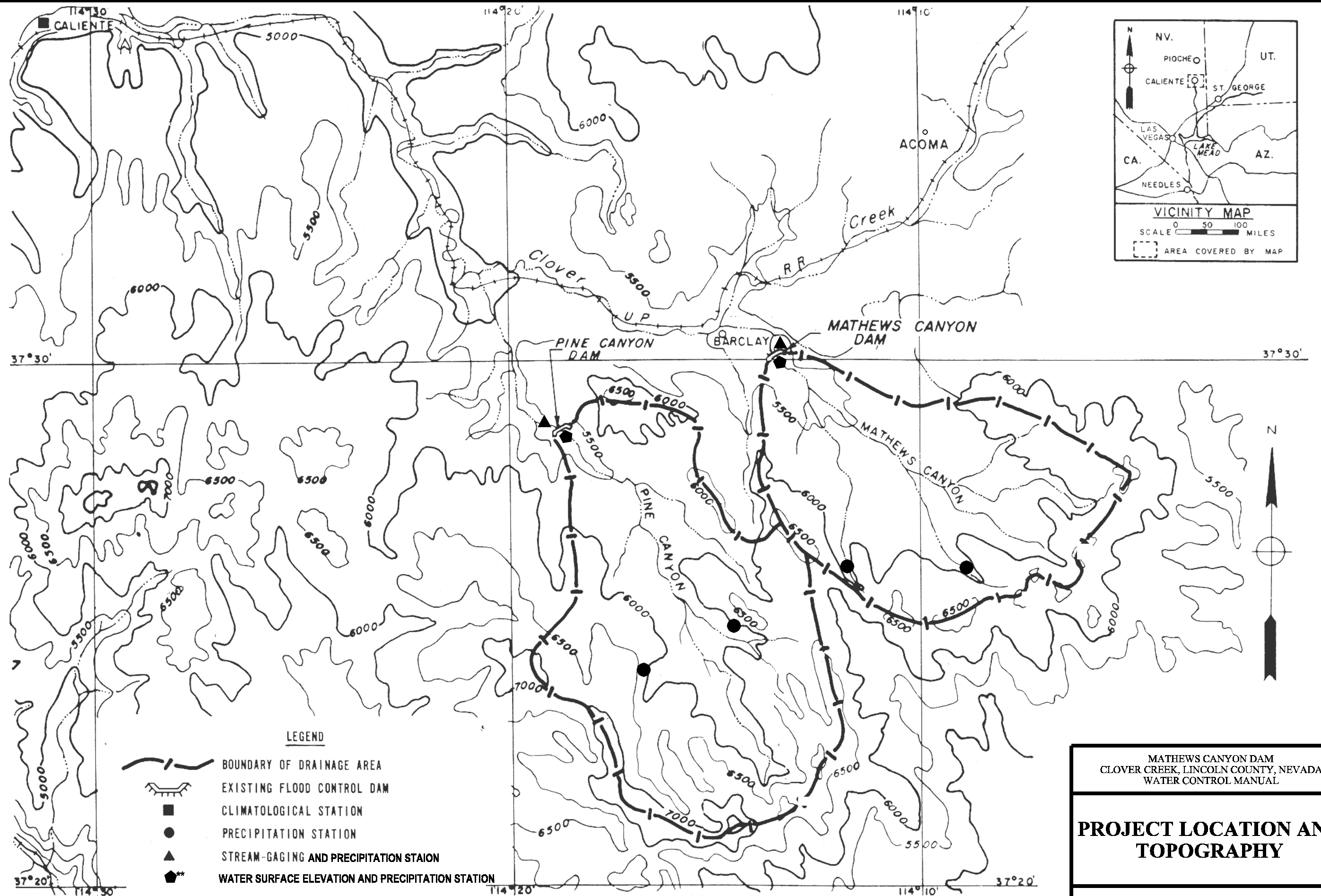
U.S. ARMY CORPS OF ENGINEERS
LOS ANGELES DISTRICT

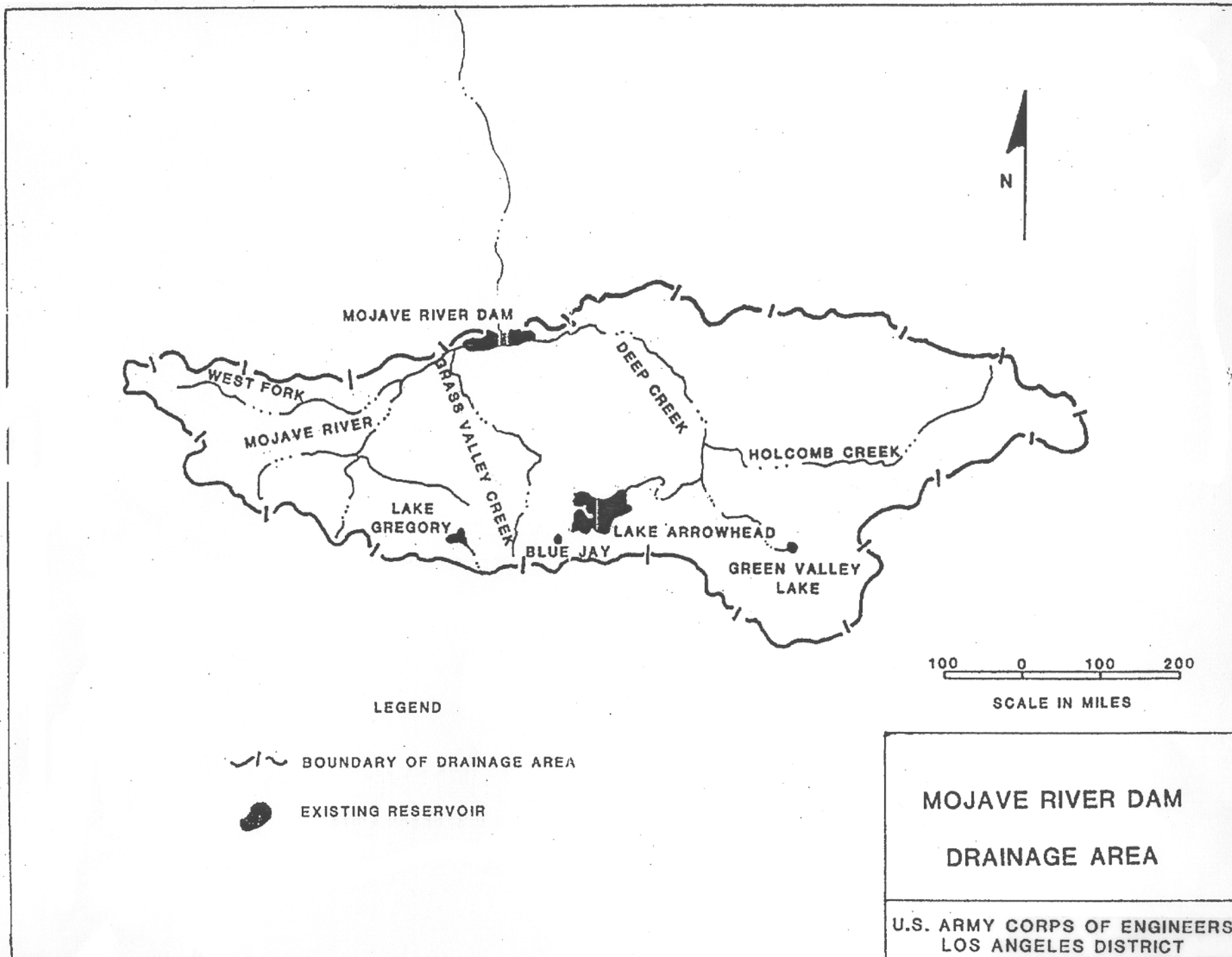


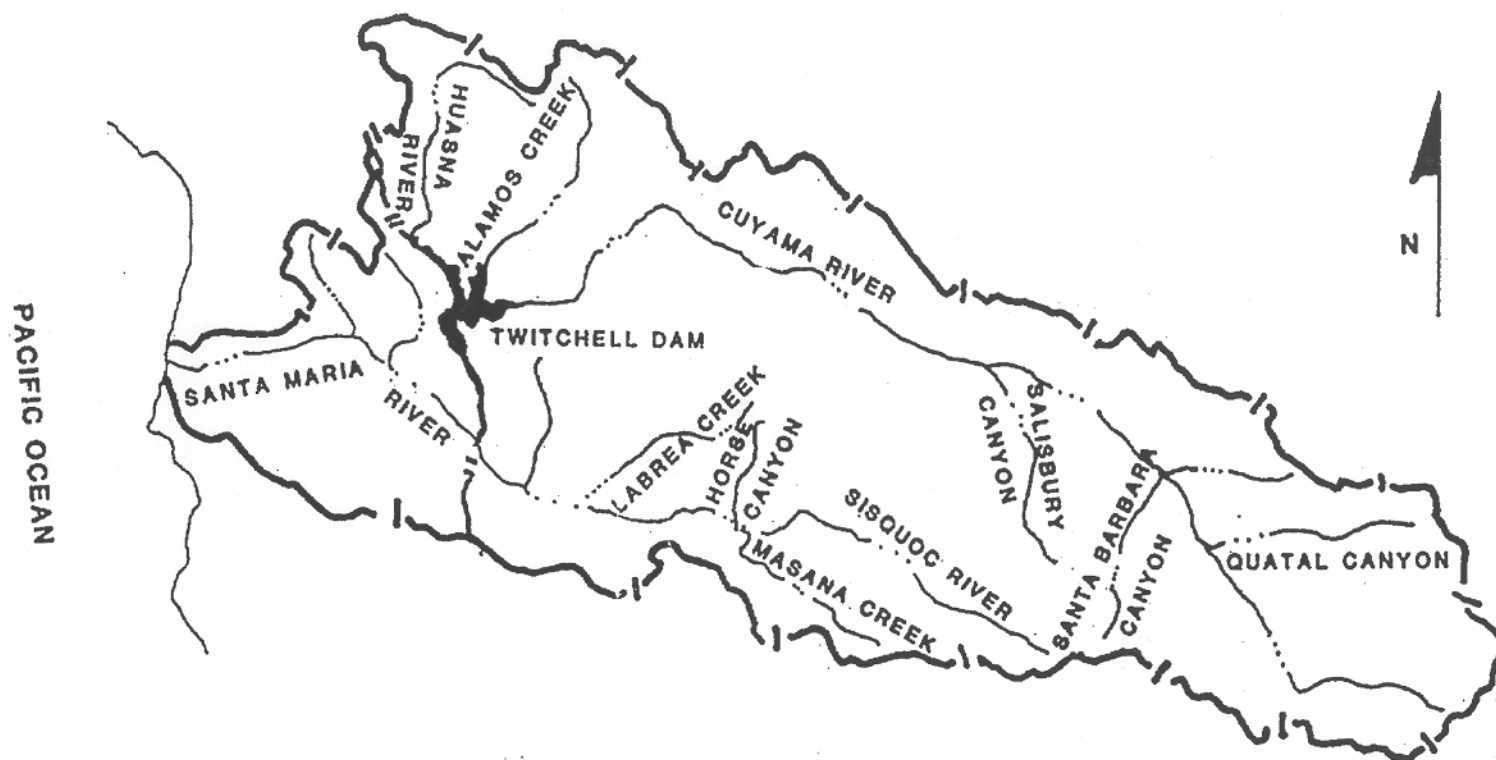
- LEGEND**
- BOUNDARY OF GILA RIVER RIVER DRAINAGE AREA
 - BOUNDARY OF INEFFECTIVE AREA
 - EXISTING RESERVOIR






SCALE 0 10 20 30 40 MILES







LEGEND

-  BOUNDARY OF DRAINAGE AREA
-  EXISTING RESERVOIR
-  BOUNDARY OF SUBDRAINAGE AREA

TWITCHELL DAM DRAINAGE AREA

U.S. ARMY CORPS OF ENGINEERS
LOS ANGELES DISTRICT

FLOOD CONTROL AND WATER CONSERVATION PRECIPITATION FORECASTS AND OUTLOOKS

DATE PREPARED

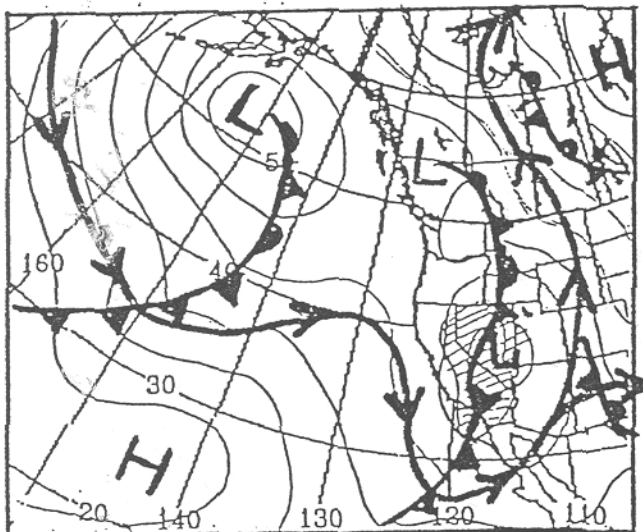
VALID FOR THE PERIOD

MON MAY 28, 1990/0750 PDT

MAY 28, 1990 - JUN 07, 199

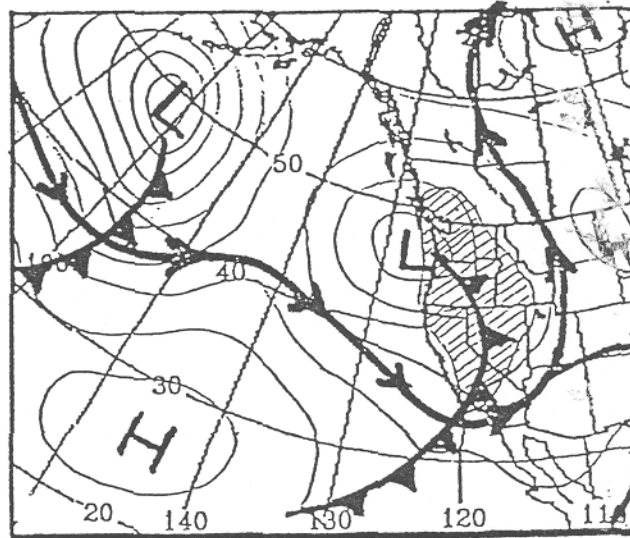
MON MAY 28, 1990

WED MAY 30, 1990



PROBABILITY OF RAIN:

NONE	<1 INCH	>1 INCH
0	85	15



PROBABILITY OF RAIN:

NONE	<1 INCH	>1 INCH
40	50	10

CONTRIBUTING FACTORS:

Low pressure and cold front, unusually deep and far south for this time of the year, are moving through southern California with moderate rain. Another deep storm is moving east through the Pacific, with still another behind it.

GENERAL FORECAST, 1-2 DAYS:

Rain turning to scattered showers mid-morning Monday, then slow clearing. Total rain since Sunday evening .5 to .9 inch coast, 1.0 to 1.7 inch mountains. Snow level lowering to 7000 feet north, 8000 feet south.

RUNOFF POTENTIAL:

Mostly dry ground; runoff minimal except LOCAL urban flooding paved areas.

OUTLOOK, 3-5 DAYS:

Another cold front Wed poses a 60% chance of rain--heaviest north of So CA.

OUTLOOK, 6-10 DAYS:

Chance (about 20%) of recurring rain every 2-3 days, mostly to the north.

DROUGHT UPDATE:

Over 1.5 inch fell over much of central-northern CA; more than 5.5 inches in spots. This WILL temporarily lessen the drought severity and fire danger. The predicted additional storms should help further. None of this will END the drought, however.